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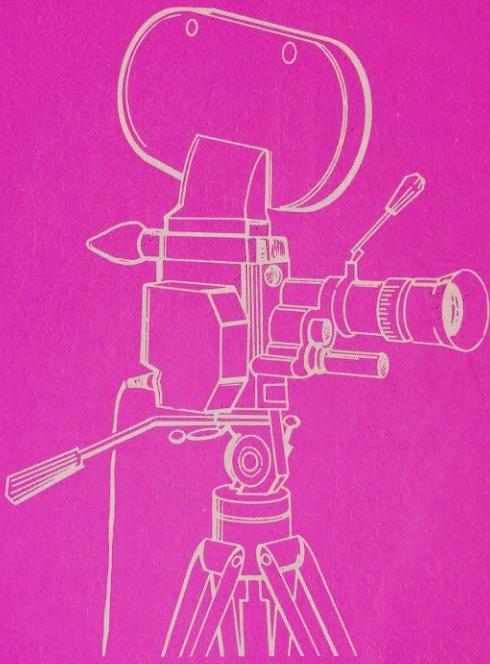
National Industrial Relations Film Catalogue



CAI  
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Government  
Publications

1977

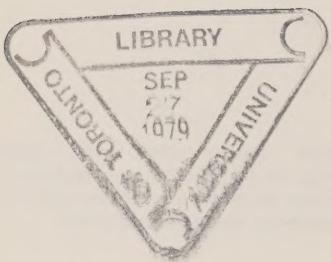


**national  
industrial  
relations  
film  
library  
catalogue**



Labour  
Canada

Travail  
Canada



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Cat. No.: L31-16/1977

ISBN: 0-662-01231-3

Background Notes:

"The Grievance"

"The Case of Barbara Parsons"

Both of these Departmental films are based on the same theme - a detailed outline of the grievance procedure told in dramatic fashion.

"The Grievance" was produced in 1952 through the National Film Board, directed by Morton Parker. The locale was the General Motors plant in Oshawa, Ontario, and shooting was done on the light truck assembly line. The film enjoyed wide usage both at home and abroad, particularly in the United States, where, even today it is still in constant use in the college and university systems, despite its vintage.

An update of the film was called for by labour education groups and several universities, and "The Case of Barbara Parsons" is the result.

A committee comprising the labour education directors of CLC, AF of L, CSU and CNTU; NFB and Labour Canada representatives and chaired by Dr. Frances Bairstow, of McGill University, met on several occasions to determine the approach, style and format of the new production. The final agreement was that Labour Canada, as the original film



owner, should produce the new version. All members unanimously agreed that it be directed by Morton Parker.

Labour Canada then entered into a contract with Morton Parker and Associates to produce the new film in the 1978-79 fiscal year. Research and scripting was completed and a final shooting script was authorized in mid-June, 1978, and filming commenced in Toronto in early August with location shooting at the Canadian Admiral Corporation plant, Mississauga, Ontario, being carried out in September-October of that year.

Multiple prints of the film have been produced and are now ready for distribution through NFB regional offices for the National Industrial Relations Film Library.

Total cost of the film: \$185,000. (English only as yet available.)

"The Grievance" concerned an assembly line worker ordered to do a rush job on a vehicle which had just come out of the baking ovens and had, in the worker's opinion, not cooled sufficiently to allow him to work in it without harming himself. He went ahead, burned his arm and when chastised for complaining by his supervisor, filed a grievance. The process was followed step-by-step through to a successful conclusion.



"The Case of Barbara Parsons" concerns a breach of the seniority clause in the union contract when a 46 year old male, with the company for 20 years, is passed over for promotion in favour of a 32 year old female with less than a year's service. He grieves, and again, the step-by-step procedure is dramatically followed through.

Labour Canada  
Public Relations Branch

May, 1979



NEW TITLES

IN THE

NATIONAL INDUSTRIAL RELATIONS FILM LIBRARY

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51% (Cally Curtis)

106C 0178 083

25 minutes color

51% is a dramatic documentary about three women: Anne, a manager; Charlotte, a professional; and Sally, a secretary. Their experiences are the catalysts through which are exposed the prevailing opinions that exist in most companies regarding working women. The purpose of the film is to stimulate managers and supervisors to provide additional opportunities and more equitable treatment for women in business and industry.

YOU PACK YOUR OWN CHUTE (Ramic)

106C 0178 084

30 minutes color

A distinguished scholar and social scientist, Eden Rhyl, succeeds as a sky diver - a role far removed from her normal occupation as a conductor of Seminars. Her success in this experience puts success within everybody's grasp and her example should provide motivation for lasting changes in attitude and improvement in the quality of work of people generally.

WOMEN IN MIDDLE MANAGEMENT (Martha Stuart Comm.)

106C 0178 106

29 minutes color

"I never got a job I didn't ask for" is the basic theme of this film. Women will stay down in the ranks, frozen with conditioning and fear, rationalizing failure. There is a fear of being laughed at for being ambitious - "How much do I want to become a career woman?" The awkwardness of the transition process from old attitudes to new is expressed in such experiences as the opening of doors, getting out of elevators, answering telephones and going to conventions. The hurt of these women, as well as a lot of humour comes through in this film.

BURARD ELEVATOR FIRE (Labour Canada)

106C 0178 143

28 minutes color

This actual event was filmed in a torrential down pour. Narrated by G.D. Tyson, Chief Fire Inspection Officer, North Vancouver Fire Department, it is a precise account of the cause and effects of a major conflagration as seen through the eyes of an expert investigator who is able to translate technical terms into layman's language and incorporate the loss of financial and human resources into his conclusions in an instructive manner.

continued overleaf

For information about borrowing titles in the National Industrial Relations Film Library, contact the nearest distribution office of the National Film Board.

Purchase inquiries should be directed to:

International Tele-Film Enterprises  
47 Densley Avenue  
Toronto, Ontario  
M6M 5A8

NOTE: For inclusion in your 1977 Catalogue

7/3/79

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Changing Attitudes Through Communication	8
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Colt — A Case History	14
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Day Like Any Other, A ( <i>Un jour comme tous les autres</i> )	13
Day in the Night of Jonathan Mole, A	7
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Department Manager, The ( <i>Le chef de service</i> )	10
Developing More and Better Ideas	12
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Dispute: Round 2	7
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Effective Decision ( <i>Décisions efficaces</i> )	14
*Effective Executive ( <i>Cadres efficaces</i> )	14
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Nice Guy, The	11
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## ADAPTING TO CHANGE

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**Bill Cosby on Prejudice** (106C 0177 020)  
25 minutes colour Pyramid 1A 1971

Within the format of a talk show, Bill Cosby as the man on the street systematically disowns the human race. He gathers all the typical clichés and stereotypes about particular groups of people into one long monologue, creating a superbigot who doesn't like anyone.

**Challenge of Change, The** (106C 0169 527)  
18 minutes colour 16mm NFB 1969

This film is a sweeping statement that examines the causes and forms of both physical and philosophical change. It can be used as such or as an introductory film to set the stage for another NIRFL film, *A Matter of Survival*.

**Day in the Night of Jonathan Mole, A** (106B 0159 042)  
29 minutes 3 seconds b&w 16mm NFB

A film for frank discussion of the causes and consequences of racial prejudice, particularly as it restricts a man's chances for employment. The film is in the form of a fantasy in which the worst can, and does, happen. In it a law is tested which, in effect, reserves the best jobs to persons of "pure" racial origin. Some argue for the law, some against; prejudice wins. *Produced for Labour Canada*.

**Matter of Survival, A** (106C 0169 503)  
26 minutes colour 16mm NFB 1969

The story of Jerry is frightening. An accountant, with his own staff, in a medium-sized Canadian business, he never thought that automation would catch up with him. But it did — and with a lot of other people. This hard-hitting film explores some of the problems of change. It offers no pat answers but presents an opportunity for stimulating discussion.

**Overcoming Resistance to Change** (106C 0169 098)  
30 minutes colour 16mm Roundtable Films 1962

This film could do much to prevent loss of efficiency and morale during periods of transition in any organization. It shows supervisors how to recognize the emotional factors which breed resistance to change. It demonstrates how resistance should be handled by clearing up misconceptions, opening communication channels, developing participation and permitting the ventilation of feelings.

**People Don't Resist Change** (106C 0170 031)  
22 minutes colour 16mm Bureau of National Affairs

Mogensen tells management how to make needed changes in work procedures and enlist the co-operation of those affected. He says people do not resist change; they resist being changed — having change imposed on them.

**Skilled Worker, The** (106B 0158 052)  
30 minutes b&w 16mm NFB 1958

A man who immigrated to Canada from the Ukraine has become a highly skilled machinist and has a craftsman's pride in his job. When automatic machinery is brought in to do his work, he cannot face the adjustment to a routine assembly line job.

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## ARBITRATION AND CONCILIATION

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**Arbitration — The Truth of the Matter** (106C 0177 066)  
48 minutes colour BNA 1975

When company and union agree to accept the decision of an arbitrator as final and binding, each must be prepared to present its case factually and forcefully. Featuring labour relations experts, this film

- reveals what really takes place in an arbitration hearing;
- portrays the procedures including the examination and cross-examination of witnesses and introduction of exhibits; and
- briefs principals and witnesses on how to prepare for and conduct themselves during the hearing.

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## COLLECTIVE BARGAINING

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**Dispute: Round I &  
Round II  
Series of 2 films**  
50 minutes each b&w 16mm BBC

Filmed during actual industrial relations disputes in England, these films record what really happens to both sides in a conflict between labour and management. The first film, *Round I*, shows what happens when a shop steward is fired. The second film, *Round II*, shows what happens when management declares a redundancy.

**Green Card** (106C 0169 097)  
10 minutes colour 16mm 1967  
*Communications Workers of America*

This animated cartoon explains why union members of any company should be willing to help unorganized workers, within the community, to organize themselves to bargain collectively.

**Grievance, The** (106B 0154 023)  
30 minutes b&w 16mm NFB 1954

The film illustrates the orderly processing of a grievance through the several stages of negotiation between union and management, showing how the rights of a worker with a genuine grievance are protected under the union's contract.

**Inheritance, The** (106B 0169 113)  
57 minutes b&w 16mm Harold Mayer 1964

Historic still photographs and motion pictures are used to tell the story of the growth of unionism in the United States. Particular emphasis lies with the garment workers of New York but the whole history of the American workers' fight for collective recognition is told with dramatic effect.

**\*Mediation — Catalyst to Collective Bargaining**  
Series of 7 films

29 minutes each b&w

Beginning of Conflict	(106B 0165 170)
Hard Bargaining	(106B 0165 178)
Crisis Bridged	(106B 0165 174)
Follow-Through (The)	(106B 0165 177)
Stalemate	(106B 0165 187)
Deadline	(106B 0165 175)
Settlement	(106B 0165 186)

**Shop Steward, The** (106B 0153 028)  
21 minutes b&w 16mm NFB 1953

A dramatized presentation of the role of the shop steward in the effective day-to-day functioning of free trade unionism.

**Strike in Town** (106B 0155 029)  
29 minutes b&w 16mm NFB 1955

The threat of a strike nobody wants, but which everyone seems powerless to avert, lends suspense to this film.

**Voice in the City, A** (106B 0169 099)  
27 minutes b&w 16mm 1967  
United States Information Agency

What happens in the average day of a union business agent in a big city? This film follows one female business agent in New York as she copes with hospital grievances, a museum contract to be negotiated, a threatened strike, a membership drive. A good insight into another aspect of the collective bargaining field.

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## COMMUNICATIONS

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**Are You Listening?** (106C 0170 028)  
12 minutes b&w 16mm Henry Strauss 1966

Of all the skills in the communications repertoire of the average man or woman, the one used most (and paid attention to least) is that of listening. This motion picture represents a vital step towards correcting the imbalance which has favoured the eye at the expense of the ear.

**\*Berlo Communication Series, The**  
Series of 5 films

24 minutes each colour 16mm 1966  
Bureau of National Affairs

Five interrelated films, featuring Dr. David K. Berlo, noted communication authority, on how to overcome the obstacles to communication at every organizational level.

**a) Avoiding Communication Breakdown** (106C 0165 169)

Dr. Berlo calls attention to warning signals of defective communication, and shows how these signals could have been used by communication-conscious managers to prevent breakdown.

**b) Meanings Are in People** (106C 0165 182)  
Dr. Berlo demonstrates how misunderstandings occur by presenting dramatic re-enactments of what was said and what was thought by several managers and subordinates at cross-purposes in typical at-work situations.

**c) Communication Feedback** (106C 0165 172)  
Dr. Berlo shows that effective communication is impossible if feedback is ignored, distorted, avoided or simply not perceived.

**d) Changing Attitudes Through Communication** (106C 0165 171)

The introduction of change often arouses resistance, throwing employees off balance and thereby producing tension. Understanding this will help create acceptance of new policies, says Dr. Berlo.

**e) Communicating Management's Point of View** (106C 0165 173)

Persuasion is a vital part of the manager's job — affecting and changing people's beliefs, attitudes and behavior. Dr. Berlo shows how managers can become more skillful in this aspect of communicating techniques.

**Case of Insubordination, A** (106C 0170 033)  
20 minutes colour 16mm Roundtable Films

This film shows one incident as it is perceived by four people...an employee, a supervisor, a witness and an arbitrator. The film is ideal for stimulating discussion concerning grievance procedures regardless of union or industry status. It can also be used as a series of case studies in perception, communication and dealing with conflict.

**Engineering of Agreement, The** (106B 0159 109)  
22 minutes b&w 16mm Roundtable Films 1959

This film illustrates the importance of the other person's point of view. When one wants to introduce a new project, a new idea or a new product, it is essential to obtain the other person's involvement and participation. This film illustrates a number of steps that can be taken to obtain agreement.

**Grapevine** (106B 0158 121)  
6 minutes b&w 16mm McGraw-Hill Company 1958

An example of the confusion and loss of efficiency that can arise in an organization when unfounded rumours are allowed to spread. This film presents an office situation where employees were actually seeking other jobs because of rumored layoffs. Their fears proved groundless and the boss asks: "What can keep rumors from getting started?"

**Instructions or Obstructions** (106C 0170 069)  
10 minutes colour 16mm 1951  
*Bureau of National Affairs*

The film presents Dr. Paul Pigors, of the Massachusetts Institute of Technology, in an effective demonstration and analysis of verbal communication techniques. This film will give supervisors many useful hints on how to handle the difficult job of giving orders and instructions to subordinates.

**Let's Discuss It** (106B 0156 007)  
27 minutes b&w 16mm NFB 1956

A presentation of group discussion methods, demonstrating the principles by which a healthy and active discussion group can be maintained. The camera moves around several groups meeting in a hall, to illustrate right and wrong ways of eliciting participation. The film describes steps in organizing a group, and rules for a discussion leader to follow in bringing about effective and satisfying discussion.

**Listen Please** (106C 0170 029)  
10 minutes colour 16mm 1959  
*Bureau of National Affairs*

This film emphasizes the importance of listening in a supervisory job. In a series of typical accidents — at home as well as at work — the supervisor portrayed in this film learns how important it is for him to pay attention to those who speak to him and to make careful listening second nature.

**More Than Words** (106C 0170 074)  
14 minutes colour 16mm Henry Strauss 1960

Explores some of the most important problems of management, supervision and sales; and employee, customer, public and community relations. The film outlines the basic principles and methods of good

communication that are applicable to, and can be applied by, men and women in activities where dealing with people plays a key role.

**Office Courtesy: Meeting the Public** (106B 0153 051)  
12 minutes b&w 16mm 1953  
*Encyclopaedia Britannica Films*

Dramatizes techniques for office workers in meeting and working with the public face to face or over the telephone. Emphasizes the importance of courtesy and thoughtfulness and reveals how the employee's attitude may, without his realizing it, have considerable effect on his company's success.

**Person-to-Person Communication** (106B 0160 084)  
14 minutes b&w 16mm Roundtable Films 1960

Designed to improve our abilities to listen, to communicate with, and to understand others. The film analyses the major barriers to interpersonal understanding and demonstrates specific, practical methods for overcoming these barriers.

**Rumour** (106B 0170 160)  
6 minutes b&w 16mm 1956  
*Centre of Mass Communications of Columbia University*

This animated cartoon shows with frightening clarity how racial violence is born and a city erupts just because two cars cause a traffic jam on a bridge. A good film to promote discussion with a theme applicable to any situation where rumour is allowed to fester.

**Ways of Dealing with Conflict in Organization** (106B 0162 099)  
26 minutes b&w 16mm University of California 1962

This film presents a conceptual overview of the methods used in dealing with conflict in organizations. The three alternative methods of resolving conflict discussed are suppression, or all-out war; bargaining or limited war; and problem solving or creative resolution.

**Why Work Information?** (106B 0151 051)  
11 minutes b&w Anglo-Scottish Films 1951

The story, in humorously dramatized form, of how morale and production suffered in a factory which brought in new machines without informing its workers of the reason.

## EMPLOYER-EMPLOYEE RELATIONS

**Bright Newcomer** (106B 0158 120)  
6 minutes b&w 16mm McGraw-Hill Company 1958

When a new employee reports to an office manager for work, he suggests that with her background she may be able to come up with some new ideas. The employee institutes a new filing system, which action is resented by the senior girl on the clerical staff. The film questions "Why did the senior girl resent the new ideas?"

**Emotional Styles in Human Behaviour** (106B 0162 096)

28 minutes b&w 16mm University of California 1962  
Dr. Richard Wallon, former professor of psychology at Western Reserve University, and a member of the Personnel Research and Development Corporation, Ohio, discusses the goals of the personnel manager.

**General Foreman, The** (106B 0158 050)  
30 minutes b&w 16mm NFB 1958

Danny Ehrlich, the general foreman in this film, is a classic example of the "man in the middle". Subject to pressures from above and below, his position places him in a conflicting double role, divided between loyalty to the enterprise and loyalty to the man under him.

**Induction and Training:  
A Good Beginning** (106C 0163 097)  
11 minutes colour 16mm Bureau of National Affairs 1963

Judy Reynolds, a new employee who has been hired as a key-punch operator, loses her way and is late in reporting on her first day. A personnel office staff member sympathetically tries to calm her nervousness then escorts her to her new supervisor, Mike Daniels, who hired her. Daniels introduces her to the Head of the Department, George Sheppard. There is a moment of confusion when Judy extends her hand to shake hands with Mr. Sheppard, but hands him her coat instead.

**In the Company of Men** (106B 0169 136)  
30 minutes b&w 16mm Basic Films 1959

A straight-forward account of the introduction of a work-study scheme into a factory and of the resistance and prejudice it encountered.

**In the Middle** (106B 0165 181)  
6 minutes b&w 16mm McGraw-Hill Company 1965

"What is a guy supposed to do?" This question comes to the fore in an office situation when a supervisor suggests the temporary transfer of a senior girl to avoid the necessity of discharging another. The senior girl takes an unco-operative stand and presents a one-sided version to the boss.

**Inner Man Steps Out** (106B 0151 050)  
35 minutes b&w 16mm Henry Strauss 1951

A story about human relations in industry. Jerry, a plant supervisor, learns that inside himself and others are "inner men" representing needs for security, self-importance, etc., and how contrary actions result from conflicts in which first one, then the other inner man gets the upper hand.

**Man in the Middle, The** (106C 0161 155)  
28 minutes b&w 16mm B.P.C. 1962

This film is the story of the average supervisor caught in the middle between his boss, specialists from payroll, work study and plant maintenance, the union and his subordinates. An indictment at the conclusion of this film will lend support to many who teach in the field of management.

**Winning Combination** (106B 0163 099)  
11 minutes b&w 16mm Bureau of National Affairs 1963

A supervisor in a maintenance shop is approached by a younger man for advice. The younger man has just been promoted to a supervisor's job and he expresses concern about the talk the boss gave him when he got the promotion. It concerned a supervisor's responsibility for cost reduction.

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## EMPLOYEE SELECTION

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**Department Manager, The** (106B 0158 049)  
30 minutes b&w 16mm NFB 1958

In this film we observe the change in a man who has moved up the ladder from creative work which he enjoyed and in which he excelled, to managerial work for which he was not cut out.

**Judging People** (106B 0170 032)  
23 minutes b&w 16mm Roundtable Films 1962

This film could help reduce the costly errors some supervisors make in sizing up and evaluating people for job assignments. It explains and illustrates the process of reaching more accurate estimates of ability, personality, intelligence, character and potential in any field.

**Trouble with Archie, The** (106B 0161 156)  
10 minutes b&w 16mm Bureau of National Affairs 1961

As the film opens we find Archie Pringle, a warehouse clerk, crawling behind some cartons. It is soon evident that he is giving a "hotfoot" to another man, who is standing flirting with Sally, a typist who has come into the shipping department to deliver some inventory forms.

## OCCUPATIONAL SAFETY AND HEALTH

**Back to Life** (106B 0154 053)  
30 minutes b&w 16mm 1954  
Produced for the Bureau of Mental Health, Department of Welfare, Harrisburg, Pa.

Shows the care and treatment given a factory worker who is mentally ill. He has to be helped in his recovery and returned to his home and job with the aid of his wife, minister, social worker, a Bureau of Rehabilitation worker, and friends.

**Opportunities Unlimited** (106B 0165 183)  
20 minutes b&w 16mm 1965  
*National Association of Manufacturers*

This film shows the achievements of handicapped persons in many lines of work emphasizing that a handicap in no way affects a particular job performance.

**Stepping Stones** (106C 0165 188)  
23 minutes colour 16mm Sydney Banks Caldwell Ltd.  
*Queensway Productions*

The Rehabilitation Centre of the Ontario Workmen's Compensation Board at Downsview, Ontario, is examined through the eyes of an incoming patient. The patient is shown beginning physiotherapy. Amputee treatment, group activity, outside heavy occupational therapy are illustrated.

## MOTIVATION

**Imagination at Work** (106C 0159 110)  
21 minutes b&w 16mm *Roundtable Films* 1959

If you wish to encourage creative thinking at any level, this production will be of tremendous interest and help. It is being used with outstanding success by many corporations and government agencies. *Imagination at Work* has been employed most effectively in employee suggestion, method-improvement, and problem-solving programs. The problems of thinking creatively are expressed by a pantomimist who has inherited an over-stocked brick factory. In helping him to solve his unusual problem, Marvin Miller discusses the four factors necessary for all creative thinking: sensitivity; fluency; flexibility; originality.

**Man on the Assembly Line** (106B 0158 051)  
30 minutes b&w 16mm NFB 1958

A dramatized look at the man who ultimately pays the price for the benefits associated with our modern

mass production — in this case a worker in an automobile factory who performs one operation with relentless monotony so that the assembly line may keep moving at top efficiency.

### Motivation Series

- Series of 7 films  
Colour 16mm Dartnell Corporation 1969
- a) **Matter of Motivation** 28 minutes (106C 0170 040)  
Basic instructional film
  - b) **Puzzle, The** 6 minutes (106C 0170 046)  
Employee's performance drops
  - c) **Roadblock, The** 6 minutes (106C 0170 041)  
30 year employee pooh-poohs new idea
  - d) **Gilded Lily, The** 5 minutes (106C 0170 043)  
Secretary resents working at full capacity
  - e) **Pacesetter, The** 6 minutes (106C 0170 044)  
Foreman wonders how to motivate his best man
  - f) **Nice Guy, The** 4 minutes (106C 0170 045)  
Loyal employee whose work becomes erratic
  - g) **Ball of Fire, The** 4 minutes (106C 0170 042)  
Employee suddenly becomes tardy and careless

**Motivation Through Job Enrichment** (106C 0168 060)  
20 minutes colour 16mm 1967  
*Bureau of National Affairs*

Dr. Herzberg discusses and illustrates his famous "Motivation-Hygiene Theory." He emphasizes that motivation is found only in the job itself, in the opportunity to satisfy the human need for accomplishment.

### \*Motivation to Work

- Herzberg Series of 4 films  
25 minutes each colour 16mm 1969  
*Bureau of National Affairs*
- a) **Modern Meaning of Efficiency, The** (106C 0169 138)  
In this introductory film Herzberg explains why it is no longer efficient to break down jobs into simple components.
  - b) **Kita, or What Have You Done for me lately?** (106C 0169 137)  
An in-depth analysis, with many humorous touches, of what the "hygiene" portion of the "motivation-hygiene" theory actually is.
  - c) **Building a Climate for Individual Growth** (106C 0169 135)  
A psychological analysis of real growth as compared with mere status symbols as measures of advancement.
  - d) **ABC Man, The** (106C 0169 134)  
The manager in mid-career helps to identify and to overcome the problems of the manager faced with mid-career obsolescence.

**Nature of Work****Series of 7 films**

b&w      16mm      NFB      1958

a) Clerk, The      30 minutes      (106B 0158 048)

This is the first of a seven-part study of man and his job, set within the framework of our mid-Twentieth-century industrial complex. The clerk in this film is John Gillis, a young man employed by a large industrial firm, assigned to dull, repetitive desk work. The conflict between what he wants from his job and what his job, or, in fact the industry wants from him, comes into sharp focus when he eventually rebels against the limitations imposed on him.

The remaining films in the series are listed elsewhere in this catalogue under their proper titles:

- b) Department Manager, The      (106B 0158 049)
- c) Man on the Assembly Line      (106B 0158 051)
- d) Skilled Worker, The      (106B 0158 052)
- e) General Foreman, The      (106B 0158 050)
- f) Vice-President, The      (106B 0158 084)

**Real Security, The**      (106C 0170 030)

24 minutes colour 16mm Bureau of National Affairs

Management consultant and lecturer, J. Lewis Powell examines the historical progress of mankind. *The Real Security* is a powerful 'ounce of prevention' whenever and wherever the inertia of 'mental retirement' could interfere with an organization's progress. It will motivate every executive, supervisor, salesman or other responsible employee to develop his own 'real security' by becoming a growing man in a growing organization.

**PRODUCTIVITY****Case of the Missing Magnets, A**      (106B 0161 154)

20 minutes b&w      16mm      1961  
Bureau of National Affairs

Film starts off like a TV "private eye" show. Viewers are invited to "spot the clues" as Supervisor O'Grady uncovers the real reason why man-hours of labour are up, and production down in his department.

**Developing More and Better Ideas**      (106C 0170 036)

23 minutes colour      16mm      1962  
Industrial Educational Films

Demonstrates how anyone can develop sound ideas, solve problems creatively, and increase both individual and team output. Explains step-by-step the process that can help anyone generate more and better ideas.

**Establishing Work Standards by**      (106B 0157 086)

**Sampling**  
25 minutes b&w      16mm      University of California      1957

This film briefly reviews the principles of work sampling and then takes up a specific application of sampling, the establishing of work standards. Designed to supplement rather than replace existing measurement techniques, the film shows how sampling may be utilized to measure tasks which formerly could not be studied either for technical or economic reasons.

**Foreman Discovers Motion Study**      (106C 0154 054)  
16 minutes colour      University of California      1954

This film is designed to introduce factory foremen, as well as supervisors and students, to the field of motion study and to the simplifying of work. Through an interesting story situation it shows the experience of a typical foreman as he comes in contact with motion study for the first time.

**Introduction to Work Sampling**      (106C 0156 068)  
19 minutes colour      16mm      1956  
University of California

A film to introduce the subject of work sampling to industrial engineers, managers, supervisors and students. This film shows how random sampling may be used for measuring work as well as measuring delays and idle time.

**Making a Work Sampling Study**      (106C 0171 113)  
23 minutes colour      16mm      EMC

Using still photos and three-dimensional production models, this film demonstrates how a work sampling study is made: definition of the problem, preparatory steps, designing the study, making observations, analyzing and summarizing data, and reporting results.

**Multiple View Time Study Rating**      (106B 0157 087)  
(Silent)

8 minutes      16mm      University of California      1957

This film is divided into two parts, both of which show six images in each frame of an operator bimanually loading at different rates of activity the same indexing dial plate as shown in the film.

**One Man and His Job**      (106B 0156 069)  
18 minutes b&w      16mm      1956  
Technical & Scientific Films

The original researches of Taylor and Gilbreth in America have become known as the Principles of Motion Economy and are now widely considered as a branch of Work Study. Using as its main example the assembling of a governor element for diesel engines, this film explains these principles and the human physical characteristics on which they are based.

**Parliamentary Procedure**      (106B 0155 027)  
21 minutes b&w      16mm      NFB      1955

How the rules of parliamentary procedure facilitate the

orderly conduct of a meeting is illustrated while a group is in session.

**Time Study Rating Film** (106B 0157 088)  
(Silent)

10 minutes 16mm University of California 1958

This film contains thirty sequences of an operator bimanually loading an indexing dial plate of a punch press. After each sequence time is allowed for the audience to record their judgement in percentage of the operator's rate of activity. The operator is working at different rates of activity in each sequence.

**Why Play Leapfrog?** (106C 0167 030)  
10 minutes colour 16mm 1950  
John Sutherland Studios

A film lesson in economics showing the relation between wage increases and price increases. Contends that wage raises based on increased productivity increase purchasing power, but that wage raises without corresponding increase in productivity force prices higher so that the two can and frequently "play leapfrog."

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## OCCUPATIONAL SAFETY AND HEALTH

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**Are You Warm to the Touch?** (106C 0167 153)  
15 minutes colour 16mm Crawley Films

It takes more than a sound vehicle to ensure a safe journey. Defensive driving is the key. Being constantly aware of the human factors involved ensures that potential accidents are anticipated and avoided. One man's morning drive from the suburbs to the city shows all the things that could have happened, and a few that did.

**Don't Push Your Luck** (106C 0170 059)  
12 minutes colour 16mm Harvest Films

The story of how Bill was tragically blinded in an on-the-job accident and what it meant to him, his wife and his family. He really exists, his family exists and his pain and loss are real.

**Inner Mind of Milton Whitty, The** (106C 0167 032)  
20 minutes colour 16mm Westminster Films 1967

This is a safety film with a difference. In a dream sequence it brings Milton Whitty to trial for allowing unsafe work practices but those who accuse him are also found to be guilty. An excellent film to promote joint responsibility in all safety programs.

**Return of Milton Whitty, The** (106C 0167 033)  
20 minutes colour 16mm Westminster Films 1965

Milton Whitty returns from his dream to his construction site and sets out to educate both supervisors and workers on the importance of the fact that safe working conditions are also the most productive. Applicable to all work sites but particularly so for construction work.

**Sound of Sound** (106C 0167 237)  
14 minutes colour 16mm American Optical Ltd. 1967

Descriptions and case histories of the effects of noise pollution on employees in industry.

**Unplanned, The** (106C 0171 568)  
20 minutes colour 16mm NFB 1971

The film deals with the need for careful investigation of accidents. The story outlines an accident in the making, its happening and the resulting effects: a serious injury, property damage and the loss of production.

**Working Safely in the Shop** (106B 0165 189)  
11 minutes b&w 16mm Coronet Films

Presents three essentials of school shop safety: what to do to keep shop safe; safe clothing and safe operation of basic shop machinery.

**You and Office Safety** (106C 0167 238)  
8 minutes 30 seconds colour 16mm Xerox Corporation

A narrated object-lesson consisting of a series of painfully humorous office accidents; safety measures and precautions are recommended and practiced.

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## TRAINING: LABOUR-MANAGEMENT

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**Challenge of Leadership, The** (106B 0160 081)  
15 minutes b&w 16mm 1961  
Bureau of National Affairs

Designed to help supervisors identify and analyse the various elements which make up leadership in American business and industry by watching a leader in action, then discussing the way he behaved — his personality and technique.

**Day Like Any Other, A** (106B 0169 112)  
28 minutes b&w 16mm 1967  
UN — International Labour Organization

The International Labour Organization, founded in 1919 to raise and improve the economic and social well-being of the world's peoples, is featured in this film which takes a quick look at various ILO training and development projects throughout the world. A unique

tripartite organization made up of government, labour and management representatives from 119 countries, the ILO was awarded the Nobel Peace Prize in 1969. Canada is a founding member.

**Effective Executive, The** (106C 0168 178)  
Series of 5 films  
25 minutes each colour 16mm 1968  
*Bureau of National Affairs*

**a) Managing Time** (106C 0169 090)  
Why does every executive complain that there aren't enough hours in a day? What does Peter Drucker mean when he says: "Any executive has to spend a great deal of his time on things that do not contribute at all. Much time is inevitably wasted."

**b) What Can I Contribute?** (106C 0169 091)  
Effective organizations require team effort on the part of specialists. Team members ask themselves: "Who else has to use my output? What does he need from me to make his contribution effective? How can I communicate with him?"

**c) Focus on Tomorrow** (106C 0169 092)  
Effective executives question each activity of the organization: "If we do not already do this, would we go into it now?" Yesterday's successes linger on long beyond their productive life. They tend to become investments in managerial ego.

**d) Staffing for Strength** (106C 0169 094)  
No executive has ever suffered because his subordinates were strong and effective. Effective executives never ask: "What can a man not do?" Their question is always: "What can he do uncommonly well?" The effective organization is one that can make ordinary people achieve extraordinary performances.

**e) Effective Decisions** (106C 0169 093)  
What is the value of constructive dissent in decision making? An executive decision is at best a choice between two alternatives, neither of which can be proved right. If the executive is to consider all applicable facts, he starts by examining every alternative.

**Innovative Organization, The** (106C 0165 180)  
30 minutes colour 16mm BNA

Discusses the relationship between organizational systems which stress authority and obedience vs. the need for interdependence, innovation and creativity.

**Management by Objectives**  
Series of 4 films  
colour 16mm British Pathe Ltd. 1969

**a) Management by Objectives** (106C 0169 139)  
The opening film of this series, a general explanation of Management by Objectives, illustrates how this method of management can be successfully implemented. (There are now three satellite films in this series listed below.)

**b) Defining the Manager's Job** (106C 0169 140)  
20 minutes

This film explores in great detail what is meant by "agree with me what is expected of me." Taking an imaginary company about to introduce management by objectives, it begins with a practical way of relating the senior managers' job-definitions meeting between the marketing manager (who is none too keen on the idea) and the MBO adviser.

**c) Performance and Potential Review** (106C 0169 141)  
21 minutes

This film follows on naturally from the previous one. It goes on to explore the areas: "Let me know how I am getting on; help, guide and train me." Having agreed on all the "Management Guides" and "Job Improvement Plans" with his senior managers, the general manager is now seen, three months later, conducting the first formal "Review of Performance" with the marketing manager. This outstanding film could be used as the means for stimulating discussion in management training study groups.

**d) Colt — A Case History** (106C 0169 142)  
24 minutes

The Colt film provides valuable follow-up information to the whole package. For example, it answers questions which are almost certain to arise from a study of the first two films. One of these concerns the time that has to be set aside for bringing in the MBO routines and for maintaining them.

**Managerial Grid** (106B 0163 098)  
35 minutes b&w 16mm University of California 1963

This lecture film presents the managerial grid technique as a way of evaluating various approaches to management. Values from one to nine are assigned to the grid axis. One axis is labelled "concern for people," the other, "concern for production."

**Take a Giant Step** (106B 0168 180)  
25 minutes colour 16mm Sunburst Films 1968

Filmed on location in the riot-torn Watts area of Los Angeles, it follows the progress of a former negro rioter through his development period until he becomes a productive and valuable employee.

**Theory of Management Development** (106B 0162 098)  
30 minutes b&w 16mm University of California 1962

Presents a visualized lecture about the nature of a manager. Discusses some of the assumptions upon which management theory is based, and speaks of the importance of a manager's self-knowledge and awareness of the multiple roles and skills which he performs as a supervisor, a peer, and a subordinate.

**Vice-President, The** (106B 0158 084)  
30 minutes b&w 16mm NFB 1958

To John Harvard, the vice-presidency, when it was offered to him, meant prestige, responsibility, challenge and freedom to give action to his plans and ideas. But what it came to mean was somewhat different.

**Wayne and Shuster Look at Technical Training in Canada** (106C 0166 017)

28 minutes 18 seconds colour 16mm

A study of the opportunities offered for technical and vocational training in schools throughout Canada, many of them assisted by the federal government. This investigation of facilities is made by Canada's best-known comedy team but the objective is a serious one: to show just what young people find and achieve in these well-equipped centers of specialized education. *Produced by Key Film Productions for Canada Departments of Labour and Manpower and Immigration, in cooperation with Sun Life Assurance Company of Canada. Distributed by NFB in Canada only.*

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## WOMEN'S RIGHTS

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**Modern Woman: The Uneasy Life** (106B 0172 101)

60 minutes b&w 16mm 1967

National Educational Television

Interviews with a varied sampling of women and several groups of men, presenting different theories on the role of the American woman today. The president of Sarah Lawrence College, several married women, college students and a female architect are among the women who voice their opinions.

**Don't Call Me Baby** 106C 0177 026

30 minutes colour CUPE 1976

Canadian Union of Public Employees Education Division, Ottawa, Ontario. Deals exclusively with women as union members.

**Women in Management — Threat or Opportunity?** 106C 0177 065

30 minutes colour CMR

When a woman climbs to the top of the ladder, should she be heading up a new corporated division, or painting the kitchen ceiling? Women are taking on more responsibility in many companies. How are the companies adapting to the change? This film examines the effects of the women's liberation movement in several companies and then shows the many ways, both good and bad, that management personnel are dealing with the situation.



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## SELECTION DU PERSONNEL

21 minutes	coulour	ce film sur la méthode de rematériałisation bouche à bouche
(106C 0270 075)		
21 minutes	coulour	ce film sur la méthode de rematériałisation bouche à bouche
(106C 0267 237)		
14 minutes	coulour	longue perte d'acuité, ou même de ce film. Dans ces séquences animees par le système comment l'appareil de projection peut gêner, ou dégager au contraire, et comment prévenir cette difficulté. Ce court métrage traite d'un élément de sécurité.
(106C 0267 237)		
16mm	coulour	les effets de pollution par le bruit sur les travailleurs dans l'industrie, descriptions et historiques de certains cas.
16mm	coulour	les effets de pollution par le bruit sur les travailleurs dans l'industrie, descriptions et historiques de certains cas.
16mm	coulour	son et l'ouïe. Le
16mm	coulour	American Optical Ltd.
16mm	coulour	de difficultés. Ce court métrage traite d'un élément de sécurité.

l'indemnité de placement pour faire bien son rôle dans la collectivité mais contribue à l'accroissement de la productivité.

Étés-vous sur le quai-vie? (106C 0167 153)	15 minutes	Craigley Films	Eagle et 20 autres récompenses importantes
Un ingénieur de talent vient détruire la sécurité dans une usine. Sa compétence chef de	28 minutes	16mm	États-Unis
professionnelle, ses états de service le désigneraient à ce poste. Mais on ne simprovise pas chef de service.	28 minutes	16mm	États-Unis
Le nouveau titulaire possède-t-il les qualités et la souplesse nécessaire pour s'impliquer pas chef de service.	28 minutes	16mm	États-Unis
Il faut plus qu'un véhicule en état pour assurer la sécurité dans une usine. Sa compétence chef de	28 minutes	16mm	États-Unis
ce poste. Mais on ne simprovise pas chef de service.	28 minutes	16mm	États-Unis
Le nouveau titulaire possède-t-il les qualités et la souplesse nécessaire pour s'impliquer pas chef de	28 minutes	16mm	États-Unis
service.	28 minutes	16mm	États-Unis
Il faut être sûr que l'homme de la banlieue peut produire, et quelques-unes qui se sont produites.	20 minutes	ONF	Imprevu, L' (106C 0271 568)
Ce film traite de l'importance d'une enquête soignée sur tout accident et illustre cette nécessité en remenant aux causes d'un accident, mettant en relief les conséquences: blessure grave, dommages à la propriété et diminution de la production.	20 minutes	ONF	Imprevu, L' (106C 0271 568)
Prix: Entre autres - Industrial Film Award et American Film Festival.	20 minutes	ONF	Imprevu, L' (106C 0271 568)
Second par son rôle, Milton Whitty se rend à son 20 minutes couler 16mm Westminister Films 1965 (106C 0269 096) Milton Whitty relève le défi	20 minutes	ONF	Milton Whitty relève le défi (106C 0269 096)

SECURITÉ ET HYGIÈNE DU TRAVAIL

d'une manière responsable.



La grève menace une manufacture de meubles dans une petite ville. Patron et ouvriers désirent l'éviter parce qu'elle ne représente qu'une source d'ennuis

36 minutes 30 seconds      n/a      ONF      1955  
16mm      (106B 0255 029)  
16mm      (106B 0255 029)

Syndiquée élu par ses compagnons de travail, le délégué d'atelier sort de lien entre les ouvriers et le prévu. Il veille à ce que les conditions de travail soient respectées; il représente les ouvriers dans les réunions collectives et devant les autorités administratives. Il réglemente les grèves, soit la permutation injustifiée d'un employé ou le congédiement d'un autre.

NEGOCIATION COLLECTIVE

Ce film traite de la motivation en tant que problème, des stratégies à mettre en place pour l'atteindre. Il s'adresse à tout le monde qui a envie d'arriver à ses fins et qui a envie de réussir dans sa vie. Il montre comment la motivation peut être atteinte par la force de l'esprit et de la volonté.

L'habitude du monde industriel et de celui des affaires de trop simplifier les tâches, de se servir du plus petit commun dénominateur des aptitudes d'une personne, «privé», d'une certaine manière un employé du reste de ses capacités. Il en résulte une stagnation intellectuelle. Au lieu de continuer à l'efficacité, l'exces de simplicitation laisse, augmente le travail, les erreurs, les réclamations et provoque un roulement élevé de la main-d'œuvre. Cette amputation de talent a lieu à tous les niveaux de l'entreprise, des fonctions de direction aux emplois les plus humbles. Herzerz en illustre les résultats d'une étude au sujet de l'importance d'une meilleure communication entre les différentes unités au sein d'une entreprise.

l'industrie, c'est-à-dire dans l'ensemble des responsabilités, une portée de plus étendue, est une technique professionnelle qui permet d'acquérir une véritable motivation.

Monde du travail, Le

quel entreprendre pour en venir à un accord.

des personnes. Le film démontre certaines mesures qu'on obtient la participation et l'intérêt des autres d'obtenir une nouvelle idée ou un nouveau produit, il est essentiel quand on veut présenter un nouveau projet, une nouvelle idée ou une nouvelle proposition, il faut donner une opinion d'autrui.

Ce film démontre l'importance de l'accord.

Mécanismes de l'accord 109 106B 0259 199 22 minutes n&b 16mm Roundtable Films 1998

considération qu'on leur témoigne.

Ce qui vaut dire que la satisfaction des employés peut entraîner une meilleure qualité de travail, les avantages sociaux, etc., sont épiphénomènes.

Ce que l'hygiène sorte les salariés, les conditions de travail, les moyens simples pour améliorer les conditions de travail, les avantages sociaux, etc., sont épiphénomènes.

C'est un fait bien connu que les améliorations de l'hygiène de travail peuvent améliorer les relations de gagnants. C'est une théorie qui a été étayée par de nombreux auteurs.

Le film démontre comment certaines mesures peuvent améliorer les relations de travail.

M. Frederick Herzberg explique sa théorie sur l'hygiène de la motivation "et offre à l'employeur une nouvelle stratégie pour augmenter la productivité des employés. Les facteurs de cette "hygiène" — bons salaires, sécurité, services sociaux — ne sont pas nécessaires pour stimuler les employés. Les facteurs de ce type sont suffisants pour susciter un état de travail plus efficacement. La révolution du monde des emplois de planification sans susciter un peu de stress et d'effort. Tout au plus, ils peuvent seulement aider à améliorer l'ambiance et le niveau de motivation des employés.

b) Commissis, Le 28 minutes 53 secondes n°8b 16mm ONF 1958  
Quel est le rôle du commissaire dans une grande entreprise?  
Prise de décision? C'est l'employé de bureau qui accomplit  
peut-être un travail bien délimité et profils très  
monotone, joue un rôle d'automaticité, tout comme  
l'ouvrier à la chaîne. Le petit commissaire  
irrémediablement privée d'initiative, condamné à la  
routine?

La chaîne, un ouvrier, forgerat du travail à la chaîne, pose des bouloons du métal au sort dans une usine d'automobiles. Dégagé de par la monotonie de son travail, il cède à la révolte et échappe tout bus-fatiigue, il possède morale bien plus que physique l'aide à posséder une geste. Cet épisode dans la vie d'un ouvrier remet en question tout le système du travail à la chaîne.

Ce film démontre l'importance de l'opinion d'autrui. Quant à nous, nous devons faire preuve de tolérance et d'ouverture d'esprit. Il est essentiel de respecter les autres et de leur donner la chance de se faire entendre. Nous devons également être sensibles aux besoins et aux préoccupations des personnes qui nous entourent. En fin de compte, c'est ensemble que nous pouvons construire une société plus juste et plus équitable.

de "hygiène". Ces enjeux sont nombreux que les améliorations de travail, les avantages sociaux, etc., sont éphemères. Ce qui vaut dans la vie la plus simple n'intéresse pas les gars. Ces enjeux sont nombreux que les améliorations de travail, les avantages sociaux, etc., sont épphemères. Ces enjeux sont nombreux que les améliorations de travail, les avantages sociaux, etc., sont épphemères.



ADAPTATION AU CHANGEMENT		DÉCISION CAPITALE, UNE		DÉFI DU DÉVELOPPEMENT		DROITS DE LA FEMME		FORMATION: TRAVAILLEURS ET CADRES		AU-DÉLA DES MOTS		COMMUNICATIONS	
26 minutes	coulleur	16mm	ONF	1969	Cas d'insubordination	20 minutes	coulleur	Rondatable	Par ses techniques photographiques	L'histoire de Jerry est penible. Comptable dans une entreprise canadienne d'envergure moyenne, ayant un personnel sous ses ordres, il n'a fait jamais passé qu'il se soit un jour victime de l'automatisation. C'est pourtant ce qui lui est arrivé, et à bien d'autres aussi. Ce film, d'un réalisme cru, explore certains des problèmes possés par l'évolution. Bien qu'il n'offre pas de réponses toutes faites, il connaît assez d'éléments pour alimenter la discussion.	Défi du déveloP, Le	106C 0269 503)	(Prix: American Film Festival)
26 minutes	coulleur	16mm	ONF	1969	InstructiOns ou obstacles	10 minutes	coulleur	plante.	Par ses techniques photographiques	L'entreprise de Jerry est penible. Comptable dans une entreprise canadienne d'envergure moyenne, ayant un personnel sous ses ordres, il n'a fait jamais passé qu'il se soit un jour victime de l'automatisation. C'est pourtant ce qui lui est arrivé, et à bien d'autres aussi. Ce film, d'un réalisme cru, explore certains des problèmes possés par l'évolution. Bien qu'il n'offre pas de réponses toutes faites, il connaît assez d'éléments pour alimenter la discussion.	Défi du déveloP, Le	106C 0269 527)	(Prix: American Film Festival)
18 minutes	coulleur	16mm	ONF	1969	Défi du déveloP, Le	10 minutes	coulleur	10 minutes	Fournit aux supervisoIers une foule de tuyaux utiles sur la façon de communiquer verbalement avec les subordonnées, particulièrement lorsqu'ils donnent des ordres.	Dans le but d'expliquer les Canadiennes sur les changements qui bouleversent notre slicele pour les aider à s'adapter au monde actuel et à œuvrer dans un climat favorable à film retracé les temps et invité le peuple canadien à refléchir sur l'entreprenariat que peut apporter à l'individu les transformations d'un siècle	Ouvrir qualité, L'	106B 0258 052)	(Prix: ONF 1958)
26 minutes	n&b	16mm	ONF	1958	Dans la tête des femmes	30 minutes	coulleur	SCFP	1976	Un usine depuis 25 ans, et paraît satisfait de son sort. Saint-Germanin, tourneur de son métier, travaille dans une usine depuis 25 ans, et paraît satisfait de son sort. Un jour, il apprend qu'il sera permute à la chaîne d'assemblage, et que due drogneauant les tourneurs. Cette nouvelle boulevera Saint-Germanin et ses camarades. Mais peuvent-ils arrêter la marche du progrès? Autant-ils records à leur syndicat? Revenusd'industriels leurs droits auprès des syndicats?	Dans la tête des femmes	106C 0177 026)	(Prix: SCFP 1976)
14 minutes	coulleur	16mm	Henry Strauss	1960	a) Comment organiser son temps	26 minutes	Scène de 5 films	Cadres efficaces	Tant d'hommes d'affaires se plaignent que la journée de travail ne suffit pas, et que "trop de choses cardes doivent bien souvent succéper de choses profitables — et gaspiller un temps précieux".	Ce "film choc", sur les relations humaines, s'adresse à tous ceux que leur travail met en contact quotidien avec le public. Quel que soit ce public, il aidera à faire comprendre. L'attention du spectateur est retenue surtout par la mise en relief de la valeur et l'efficacité de la communication, ainsi que par les quelques bonnes recettes pour l'améliorer	Au-delà des mots	106C 0270 074)	(Prix: Henry Strauss 1960)
14 minutes	coulleur	16mm	Quest Production	1968	b) Que puis-je apprendre?	25 minutes	coulleur	25 minutes	Le efficacité d'une organisation dépend de l'esprit	Ce film montre comment une organisation peut être améliorée. Il aide à faire comprendre. L'attention du spectateur est retenue surtout par la mise en relief de la valeur et l'efficacité de la communication, ainsi que par les quelques bonnes recettes pour l'améliorer	Que puis-je apprendre?	(106C 0269 091)	(Prix: Quest Production 1968)



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ISBN: 0-662-01231-3

No de cat: L31-16/1977

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## Avant-propos

Pour éviter tout désappoinnement et faciliter le service, nous vous conseillons d'indiquer un second choix lorsque vous commandez des titres et l'indicateur numérique de chacun des films; vous voudrez bien également indiquer le que vous désirez obtenir.

La Cinémathèque nationale des relations industrielles a été créée par Travail Canada pour servir de réserve centrale de films sur tous les aspects des relations industrielles. Ces films portent notamment sur la productivité, la formation des cadres, l'hygiène du travail et la readaptation, la sécurité, l'adaptation aux changements, la sélection du personnel, l'amélioration des communications, la motivation, les relations entre employeur et employés, les femmes dans les rangs de la population active, l'encouragement à l'initiative et la négociation collective.

Ces films sont distribués gratuitement, sauf pour les frais d'expédition, grâce à un service de prêt assuré par l'Office national du film du Canada, à partir de ses bureaux régionaux et de districts. On trouvera ailleurs dans le présent catalogue une liste des bureaux de l'ONF.

La Cinémathèque nationale des relations industrielles Directrice des relations publiques Travail Canada Ottawa (Ontario) K1A 0J2



industrielles  
des relations  
nationale  
cinématheque  
de la  
répertoire





Labour  
Canada

Travail  
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Société canadienne  
Publication canadienne

CAI  
L135  
-N13



# National Industrial Relations Film Catalogue

Canada





# National Industrial Relations Film Catalogue



National  
Film Board  
of Canada

Office  
national du film  
du Canada



Published by authority of the  
Minister of Labour, Government of Canada

©Minister of Supply and Services Canada 1986  
Cat. No. L31-16/1986  
ISBN 0-662-54352-1  
Labour Canada Catalogue Number: L39-0498/86B

Printed in Canada

**FORMAT**

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## Foreword

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The National Industrial Relations Film Library (NIRFL) was founded some 30 years ago by Labour Canada in co-operation with the National Film Board of Canada. NIRFL's original function was to provide a film reviewing service for the labour, management, and academic sectors. However, the service became so popular, through the increased use of audio-visual materials in training and communication, that it evolved into a lending library.

The Library's holdings range from films on occupational safety and health, executive training, women's issues, and quality of working life to films on collective bargaining and grievance processes. On average, about 6 000 bookings are made each year.

The lending service is maintained by Labour Canada as a free service for its clientele. Through an agreement between Labour Canada and the National Film Board, NIRFL films are available through various resource centres, with the National Film Board managing shipment, return and maintenance of the films.

Changes have been made to the catalogue in order to broaden its scope and facilitate film selection. For example, it includes labour-related films from the Canadian Broadcasting Corporation as well as from the National Film Board and Labour Canada. The structure of the catalogue has been revised and enhanced by the use of FORMAT, a computerized national information system for audio-visual materials managed by the NFB. The new PRECIS Subject Index system highlights subject areas and cross-references titles, all for the borrower's convenience. As well, more detailed information on selected titles can be found in the Film Descriptions Section. The FORMAT and PRECIS systems are described in more detail in the following pages.

Requests for NIRFL films should be directed to the NFB through one of its many distribution centres across Canada. To avoid disappointment if titles selected are not readily available, one or more alternatives should be listed when ordering.

Over the past 30 years NIRFL has had considerable success in promoting a better understanding of industrial relations and human resource management. If you are one of the selected key practitioners or students of industrial relations in Canada who have received this catalogue, then you are invited to make its existence known to others who are interested in the field in order to help extend its usefulness.

Please read the directions on the catalogue carefully. If you require further information contact your nearest National Film Board Office or Labour Canada directly through its headquarters or regional offices.



### Film Descriptions in Alphabetical Order

The Film Descriptions section of the catalogue lists all of the film descriptions in alphabetical order by title. Film titles beginning with numerals are listed at the beginning of the alphabetical section.

A French-language title in parentheses following the English title indicates either that a French-language version (or original) is available or that the film is bilingual, and has either no dialogue or bilingual commentary, or subtitles. (If the film is bilingual, it will have digits "03" or "00" in positions five and six of the title code, as in 106C 0375 182.)

### PRECIS Subject Index

The PRECIS Index is designed to assist you in finding films by specific subject. For example, if you would like a film on "PERSONNEL," simply look under this term in the index to find appropriate titles. Since its introduction, catalogue users have been very satisfied with the PRECIS Index. However, in response to user questionnaires we have been able to further improve this index, in particular, the system of references between terms.



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## New Films

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**So It Won't Happen Again**

15 min. 53 sec.

John, a recently appointed carpentry shop foreman, learns to conduct accident investigations. He is assisted by Laura, a member of a safety and health committee who is experienced in investigating accidents. Together they plan and conduct a thorough investigation to identify all causes of the accident and to implement corrective action, "So It Won't Happen Again". They use a wide array of techniques including: controlling the scene of the accident, interviewing witnesses, gathering facts, and analyzing evidence. This is a training film designed to teach accident investigation and reporting techniques. Training materials, which may be used in conjunction with the film, are available in English and French from Labour Canada.

**Working Together Works**

6 min. 6 sec.

This film reviews, for a general audience, the jurisdiction of the Canada Labour Code and the activities of Labour Canada in overseeing collective bargaining, conditions of work, and occupational safety and health within that jurisdiction.

**Head Start: Meeting the Computer Challenge**

27 min. 25 sec. 106C 0184 638

A timely, topical film about the challenges women face in dealing with the technological revolution.

A film that reveals the perils of the computer age and calls for concerted action by women to ensure they benefit fully from microtechnology in the workplace.

A film that paves the way for discussions about computers, job training, career choices and re-orientation, and the economic status of women.



# Film descriptions (in alphabetic order)

## 51% (Cally Curtis)

21 min. 57 sec. 106C 0178 083

**Summary:** It is essential for firms to make maximum use of their human resources - both male and female. This film dramatizes how three women, a secretary, a systems analyst and an executive, are sometimes thwarted in their struggle for self-development by the attitudes and prejudices which underlie sex discrimination.

## 12,000 Men (12,000 hommes)

34 min. 27 sec. 106C 0178 569

**Summary:** This is a history of the struggles of the union movement in the Cape Breton, Nova Scotia coal and steel industries from 1890 to the present. Archival photos, film footage and interviews with retired miners are used to construct a picture of the harsh working conditions, strikes, picketing, lockouts and battles with authority.

## The ABC Man

25 min. 106C 0169 134

**Summary:** An ABC man is a mid-career manager who has become obsolete due to technological change yet who refuses to grow and instead hides behind slogans and hostility. Dr. Frederick Herzberg suggests that firms can keep their managers effective and competent by designing into their careers continuous challenge and opportunities for learning.

## After the Axe

56 min. 13 sec. 106C 0181 012

**Summary:** Every year, 250 000 managers get fired in North America. *After the Axe* is a cinematic drama which examines executive terminations and a new industry which specializes in handling them. The film was made with the co-operation of the business community, which provided authentic locations and even helped script actual scenes on set. The central figure, D.R. "Biff" Wilson, 44, is a composite figure based on extensive conversations with fired executives; the others play themselves. An interesting look at business ethics. **Support material available.** (Awards: New York; Yorkton; Oscar nomination; Chicago.)

## Alvin ... His Best Foot Forward

26 min. 48 sec. 106C 0177 316

**Summary:** Alvin is an unusual teen-ager who has overcome a very severe handicap - he was born with no arms. Now able to play the drums, write on the blackboard at school, and even drive a car, his struggle to lead a relatively normal life is inspiring for all. He is studying program production, with the hope of working in the broadcasting industry. "The most important fact for any handicapped person," he says, "is being accepted."

## Anthony Mazzocchi Talks about Chemicals and the Workers

9 min. 10 sec. 106C 0178 528

**Summary:** "Every human being should have the right to make a product without having to put a piece of his life into that product." Anthony Mazzocchi, vice-president of the Oil, Chemical and Atomic Workers' Union in the United States, discusses the political and social reasons for so much occupational disease. Chemicals are coded, which means that the worker doesn't know what he is exposed to in the environment. Factories are not properly maintained because that costs time and money. Productivity is the main goal.

## Arbitration - Truth of the Matter

48 min. 18 sec. 106C 0177 066

**Summary:** When company and union agree to accept the decision of an arbitrator as final and binding, each must be prepared to present its case factually and forcefully. Featuring labor relations experts, this film reveals what really takes place in an arbitration hearing. It illustrates the procedure for the examination and cross-examination of witnesses and introduction of exhibits.

## Are You Listening?

12 min. 30 sec. 106C 0170 028

**Summary:** This film explains the importance of listening as a skill in interpersonal communication, especially at the workplace. The process of listening is explained as well as the common problems associated with it, namely screening out the other person, being emotionally unprepared, and hiding behind preconceptions. Listening do's and don'ts are illustrated in a series of dramatizations of common office situations.

## Attention: Women at Work! (Femmes au travail!)

28 min. 20 sec. 106C 0183 594

**Summary:** In this documentary about women in non-traditional jobs, a hovercraft pilot, an architect and two construction journeymen speak of their success in a male-dominated workplace and the difficulties they had to overcome. Each one offers practical advice on the choice of a career. These career portraits are intercut with a discussion among teenaged girls about the factors that influence career choices: sex-role stereotyping, fear of failure, self-image, marriage, motherhood, family expectations. A good discussion starter for teenagers, parents, educators, career counsellors. **Support material available.**

## Avoiding Communication Breakdown

23 min. 38 sec. 106C 0165 169

**Summary:** Dr. Berlo uses a fictional work situation to show how faulty communication can cause many problems in the firm. He goes on to explain some of the major causes of communication breakdown: message competition, status-ego threat, false expectations and too great a number of links in the communication chain.

## Baxter Earns His Wings (Baxter gagne son ciel)

15 min. 16 sec. 106C 0181 004

**Summary:** To escape the more pungent aspects of his work, Baxter decides to leave his farm and head for the big city. Life is full of ups and downs, but eventually Baxter is transformed into a higher being. Slapstick humor is fleshed out with the appropriate noises and gestures by Les Mimes Electriques.

## Bilingualism

28 min. 44 sec. 106B 0173 017

**Summary:** A close view of a wide-open management's handling of a problem with parallels far beyond the borders of Québec. How Steinberg's comes to grips with one of the major challenges it faces - the bilingual, bicultural nature of the Québec society in which this corporation functions - is seen as top and middle management, in frank and full discussions, pursue the issue's many facets toward a conclusion and a policy.

## Bill Cosby on Prejudice

23 min. 7 sec. 106C 0177 020

**Summary:** In this subtly funny film Bill Cosby plays a super-prejudiced bigot who has something rotten to say about almost every ethnic and regional group in America. The film successfully provokes our thoughts on the nature of stereotypes, clichés and prejudices.

## The Binkly and Doinkel Safety Show (La Sécurité avec Plutus et Saturnien)

17 min. 106C 0173 658

**Summary:** A puppet show on film, to teach young children the basic safety rules. The star characters are Binkly and Doinkel, two little green-faced children from outer space on a day's visit to earth. Indoors and outdoors the inquisitive little visitors learn about the dangers that earth children encounter all around them: street traffic, deep water, poisons, electrical appliances and more.

## Building a Climate for Individual Growth

25 min. 106C 0169 135

**Summary:** Dr. Frederick Herzberg argues that the modern firm must design its positions so that the individuals who fill them have ample opportunity for psychological growth and challenge. Without this opportunity individuals become unable in the long run to contribute effectively to the firm. Dr. Herzberg discusses the ramifications of his argument for performance appraisal, corporate task forces, office politics and the preparation of job descriptions.

## Building a Working Team (Let's Get Engaged)

30 min. 106C 0175 273

**Summary:** Dr. Berlo explains that in the modern firm effective management depends on a free flow of information among many individuals. The manager must maintain his information relationships in good order so that people do not disengage and withdraw from the information exchange network.

## Burrard Inlet Elevator Fire

21 min. 20 sec. 106C 0178 143

**Summary:** On October 3, 1975 an explosion and fire occurred at a grain elevator in the Vancouver harbor. When it was over, there were four people dead, thirteen injured and eight million dollars in damages. Chief Fire Inspection Officer G.D. Tyson describes how the fire started and how it was fought while we see scenes from the fire and from the hospital where the injured were taken.

## The Case of Barbara Parsons

51 min. 57 sec. 106C 0178 520

**Summary:** Barbara Parsons is a recently hired employee with the company where Michael Blais has worked for nineteen years. Still, when a supervisor announced his retirement, Barbara applied for and was promoted to the position ahead of him. This film dramatizes a situation that could happen in any unionized company - the violation of a contract between management and labor - and shows the four main steps to be followed in the grievance procedure. (Award: New York; Yorkton.)

## A Case of Insubordination

21 min. 20 sec. 106C 0170 033

**Summary:** This film dramatizes how a common labor-management conflict, such as an employee's refusing to obey the order of a supervisor, is perceived differently by the employee, the supervisor, a witness and a labor relations arbitrator. The film points out the mistakes that were made by the employee and the supervisor in handling the situation and suggests some of the implications for labor grievance procedure, interpersonal communications and human perception studies.

## The Challenge of Change (*Le Défi du devenir*)

16 min. 35 sec. 106C 0169 527

**Summary:** "Today the rate of change and the areas of life molded by it are increasing astronomically..." states the introduction to this film. Impressions of all that constitutes the environment of modern man are conveyed in the film in a kaleidoscope of movement and sound - a montage of pictures from the urban and industrial scene, reflecting the creativity and inventiveness of which man is capable but which in turn demand adaptation and adjustment if he is to survive.

## Changing Attitudes Through Communication

30 min. 20 sec. 106C 0165 171

**Summary:** Dr. Berlo explains how managers may develop effective strategies for overcoming resistance to change by predicting the patterns of resistance which individuals will develop and by communicating information to them so that their anxieties are lessened. The notion of equilibrium is introduced to aid the viewer in understanding the process by which change is effected in the workplace.

## China Challenge (*Défi chinois*)

14 min. 20 sec. 106C 0180 556

**Summary:** With a population of one billion and economic development as a major objective, China is looking beyond her borders for world trading partners. One country high on the list is Canada with much to offer China in the fields of engineering, transportation, communications, resource development and agricultural technology. As well, Canada is a potential buyer of many Chinese-manufactured goods. This short film from the Department of Industry, Trade and Commerce is recommended to anyone in business considering commercial relations with China. Canadian economists, trade commissioners, industrialists, importers and exporters offer timely and valuable information based on their own experiences, and give practical tips on how to gain a foothold in this potentially profitable market.

## Coke Ovens: A High Risk Job

12 min. 8 sec. 106C 0178 527

**Summary:** Topsiders workers of coke ovens have the most dangerous job in industry. Union and company representatives at Stelco Ltd., Hamilton, Ontario, describe the hazards of working on the ovens, and the efforts being made to improve conditions. Emissions from the ovens are dangerous not only for the workers, but for the whole community. Hamilton has the highest rate of lung cancer in Canada - and possibly in the world, says one of the workers.

## Colt - A Case History

24 min. 106C 0169 142

**Summary:** Colt is a British heating and ventilation equipment company with a thousand people at the time of filming. The film shows how management by objectives was implemented at Colt and how managers reacted to the method as it slowly became part of the company's management process.

## Communicating Management's Point of View

22 min. 37 sec. 106C 0165 173

**Summary:** Dr. Berlo explains that the modern manager is an agent of change who uses communication as a means of persuading people. The successful manager is empathetic toward his subordinates in trying to understand their perceptions, concerns and self-interests. He also depends on his credibility, that is, the reputation he has for being competent, dependable and energetic in his work.

## Communication Feedback

21 min. 21 sec. 106C 0165 172

**Summary:** Dr. Berlo explains the importance of feedback in communication, the objectives of effective communication, how explicit and implicit feedback signals may be read and why feedback is often ignored or distorted.

## A Day Like Any Other

28 min. 27 sec. 106B 0169 112

**Summary:** Worldwide the International Labour Organization promotes human dignity and international co-operation as it relates to work. This film illustrates the history of the ILO, the workings of its general assembly in Geneva, Switzerland and some of the efforts it is making in member countries to promote sound industrial health practices, craft training and Third World development and to generally improve the quality of working life.

## Defining the Manager's Job

20 min. 106C 0169 140

**Summary:** John Humble uses a simulated case study of a large corporation to demonstrate how management by objectives is applied to the individual manager's job. Working with an MBO advisor, each manager determines how he can contribute to the overall objectives of the firm and prepares performance standards, a management guide and a job improvement plan for himself.

## The Department Manager (*Le Chef de service*)

29 min. 25 sec. 106B 0158 049

**Summary:** This film is centered on a mini-drama in which a successful design engineer encounters many problems when he is promoted to a managerial position. The film raises questions about the sources of job satisfaction, the perils of promotion from within the organization, and the demands that are put on a person placed for the first time in an administrative or managerial role.

## Developing More and Better Ideas

19 min. 55 sec. 106C 0170 036

**Summary:** Creative thinking is a talent which most people may develop in themselves for increased productivity. In this film, the nature of creativity, the elements which constitute it, the obstacles which hinder its expression and the step by step methods by which it may be stimulated are discussed.

## A Different Approach

20 min. 43 sec. 106C 0179 302

**Summary:** This humorous and frank film underscores the appropriateness of fair employment practices in the hiring of handicapped workers. The film uses a variety of formats, from mock commercials to musical dance numbers, to provide insights into the employment needs of the handicapped and the discrimination they face. Several noted Hollywood actors including Carroll O'Connor and Ed Asner make cameo appearances.

## The Disappearing Land

56 min. 45 sec. 106C 0178 060

**Summary:** Where peaches once grew, now housing developments have taken over; hydro towers are routed over valuable farm land; highways follow the easiest path, usually the best land; and airports cover acres and acres of good agricultural soil with concrete. Today's values emphasize factories and jobs, but for how long can people continue to allow prime farm land to be sacrificed?

## Do Not Fold, Staple, Spindle, or Mutilate

50 min. 1 sec. 106B 0167 035

**Summary:** Written by New York playwright Millard Lampell and starring Hollywood's Ed Begley, this film tells the story of an aging union leader who, after a lifetime of service for the cause, finds that he has outlived his usefulness and esteem among the workers of his factory, that times have changed and a new strategy is needed in bargaining with the company. It is the situation of a man who must retire. (Awards: International Labor Film Festival, Montréal; two Canadian Film Awards; New York.)

## Don't Call Me Baby

30 min. 16 sec. 106C 0177 026

**Summary:** This film deals with the successes and frustrations which women experience when they become actively involved in union activities. We hear women members and administrators of CUPE discussing issues such as equal rights for women, sex discrimination, daycare, cutbacks and the difficulties women have in adjusting to taking leading roles in union affairs. We also get glimpses of women on picket lines, in union meetings and in some of the varied work positions which they fill.

## Don't Push Your Luck

12 min. 43 sec. 106C 0170 059

**Summary:** This industrial health and safety film begins with the reminiscences of William Frank, an industrial worker from Chicago who was blinded for life in an industrial accident. He tells how his negligence in wearing eye protection cost him his sight and describes graphically how the accident has devastated his life. The film continues with a survey of the types of eye protection devices which are available for various industrial situations.

## Dr. Epstein Talks about Chemicals in the Workplace

7 min. 23 sec. 106C 0178 530

**Summary:** Dr. Samuel Epstein, professor of occupational and environmental health at the School of Medicine, University of Illinois, feels strongly that the worker should have the right to know what chemicals he is exposed to. A recent American government report has estimated that 80% of the chemicals in the workplace are as yet unidentified. Dr. Epstein suggests what workers should do if they want to avoid being carelessly exposed to dangerous chemicals.

## Dr. Epstein Talks about Distortion of Information

13 min. 2 sec. 106C 0178 532

**Summary:** Dr. Epstein believes that distortions of the data base on which decisions are made have become so serious as to endanger the proper functioning of a democratic system. He names incidents to prove his argument.

## Dr. Epstein Talks about the Chemical Explosion

8 min. 37 sec. 106C 0178 531

**Summary:** Dr. Epstein describes how, since the 1930s, the world has accommodated a virtual explosion of the use of chemicals, perhaps bringing with it more dangers than benefits. Failure to regulate environmental carcinogens is proving more costly than the costs of the diseases themselves, because what happens in the workplace vitally affects the people outside the workplace. Pollution is not necessarily contained in a specific area.

## Dr. Selikoff Talks about the Latency Period

6 min. 40 sec. 106C 0178 533

**Summary:** Dr. Irving Selikoff, a leader in the identification of the health hazards posed by asbestos, describes how workers can suffer many years later from over-exposure to metal dusts, chemicals and other dangerous substances. It can take 20, 30, 40 years for the effects to show. There is a major decision that has not yet been made, namely that people's health should no longer be deliberately endangered.

## Effective Decisions

21 min. 48 sec. 106C 0169 093

**Summary:** Peter F. Drucker argues that effective decision-making depends on a thorough understanding of the problem at hand which can come about only when dissenting opinion on the subject is sought out and openly discussed. He analyzes a decision-making situation in a fictional company to illustrate these principles.

## Elements of Survival: People

56 min. 106C 0175 189

**Summary:** In spite of general agreement that unchecked population growth will ultimately breed disaster, population figures continue to spiral upward, with the greatest increases occurring in countries that are least capable of supporting the added numbers. In the light of this situation, this documentary examines the various pro- and anti-natal stances of different countries, together with some of the reasons behind them: political, social and economic factors; the traditional roles of virility, fertility, and the rights of women; and the incalculable influence of religious doctrine and belief.

## Everyone's Business

20 min. 48 sec. 106C 0182 035

**Summary:** The Churchill Park Greenhouse Cooperative in Moose Jaw, Saskatchewan, is a small produce business, much like any other trying to survive in a deteriorating economy. What makes it special is that eight out of the nine co-op members are disabled - either mentally or physically. Growing, washing, drying and packing vegetables, handling sales and bookkeeping, paying bills and sometimes postponing their own paychecks in order to see the co-op through hard financial times, these determined individuals have found a way to make themselves active, integrated, self-supporting members of society. Theirs is an endeavor to be admired by all audiences.

## Focus on Tomorrow

20 min. 43 sec. 106C 0169 092

**Summary:** Peter F. Drucker presents a dramatization of a situation in which a manufacturing company falters as it struggles to keep old products competitive while half-heartedly trying to develop new products for the future. Drucker emphasizes that the successful company must devote some of its resources full-time and undividedly to developing opportunities for the future. The company must also have the courage to abandon pet projects which are not succeeding.

## "Gathering Good Information" (Get'em Up Scout)

25 min. 106C 0175 271

**Summary:** Uses the analogy of the Cavalry Colonel and the Indian Scout as Indian fighters to show how the scout has displaced the colonel as the basis of control. The film points out that the manager who relies on authority and traditional notions of how to "get the work out" finds that he's still accountable, still in charge, but not in control. Series of 5 films.

## Georges Dionne, un mineur de l'amianté

11 min. 15 sec. 106C 0278 524

**Summary:** Georges Dionne started working at 10 cents an hour sweeping up asbestos dust. Drinking-water came out of a bucket covered with this dust. Now retired because of asbestos after many years in the asbestos mines of Thetford Mines, Québec, he talks about his experience as miner, union militant and concerned citizen. (In French.)

## Have I Ever Lied to You Before?

56 min. 50 sec. 106C 0176 046

**Summary:** This film explores conflict in the advertising business and the difficulties faced on the production of one particular commercial which Goodis does not like, yet has to sell. Advertising and Jerry Goodis - an inseparable combination portrayed in a fascinating documentary film.

## Helping People Develop (Don't Tell Me What's Good for Me)

30 min. 106C 0175 275

**Summary:** Dr. Berlo discusses how managers may be effective counsellors in an age when people want to control their own lives and don't want to be told what's good for them. He suggests that managers ought not to evaluate their subordinates but merely provide an environment in which individuals may seek their own self-development.

## Homer Séguin Talks about Radiation at Elliot Lake

8 min. 10 sec. 106C 0178 526

**Summary:** Homer Séguin, staff representative of the United Steelworkers of America in Elliot Lake, Ontario, describes the radiation tragedy among uranium miners in that small town. Lung cancer caused by radiation is a death sentence. It must be prevented because it can't be cured - yet, he says.

## I Am Not What You See

27 min. 55 sec. 106C 0175 193

**Summary:** In this highly acclaimed film interview, handicapped Sondra Diamond speaks frankly and sensitively of her struggle against ever-present barriers: the doctors who held little hope, the reluctant teachers, the wary employers and the norms of society as a whole. She also speaks of her loving family, her own humor, and her generally undaunted zeal for life. "I am not what you see visually," says Sondra. "I am a woman."

## I Want to Be an Engineer (Nous sommes des ingénieurs)

28 min. 34 sec. 106C 0183 536

**Summary:** This film provides a lively introduction to the professional and personal lives of three women engineers — just a few of the growing number of women who are opting for "non-traditional" jobs. Their enthusiasm for and commitment to their work makes them convincing role models for high school girls who might be considering engineering as a career possibility. As well, the film is effective in fostering positive attitudes toward women working in the traditionally male professions of science and technology. **Support material available.**

## The Inheritance

57 min. 106B 0169 113

**Summary:** The rise of the union movement in North America is recounted through the use of archival film footage, still photographs, union songs and commentary in this comprehensive and sometimes moving film. We experience the hope of the immigrants arriving at Ellis Island, the degradation of the sweat shops, the slums, the walkouts, the picketing, the represions and finally the guarded optimism of the modern unionized worker.

## The Inner Mind of Milton Whitty

17 min. 30 sec. 106C 0167 032

**Summary:** A fictional building contractor named Milton Whitty faces his conscience in a surrealistic courtroom sequence. As the charges of safety negligence against Mr. Whitty are argued it becomes clear that the prevention of accidents is the joint responsibility of contractors, job superintendents and workers alike.

## International Operations

28 min. 44 sec. 106B 0173 016

**Summary:** The arrival of Steinberg's French affiliate, Supermarchés Montréal, on the outskirts of Paris is viewed here from the point of view of its cultural effects: the impact of the supermarket on the shopping and eating habits of the French; the problems of adjustment by store employees, by Paris shoppers, and by local merchants who see their customers drift away. As Sam Steinberg makes his first visit to the French stores, many of these problems are seen at first hand.

## Japan Inc: Lessons for North America?

### (*Japan Inc: Un modèle pour l'Amérique du Nord*)

27 min. 59 sec. 106C 0180 119

**Summary:** Organization, discipline and productivity in Japan are on a scale not known in any other country of the world. For the 110 million people of Japan, survival means doing things together - a concept that has seen that nation automate and computerize at an unparalleled rate. Just how this level of achievement was reached is the subject of this absorbing documentary study of Japanese business and industry. **Support material available.** (Awards: Columbus; Elmhurst.)

## Japan: The Collective Giant

19 min. 20 sec. 106C 0176 252

**Summary:** Covering city and countryside, industry and university, this fast-moving documentary examines the impact that corporate organization has made on Japanese society, paying particular attention to the unique relationship between the individual and the collective. The overall mood is one of spirited commitment and achievement; but the program also makes it clear that for industrial prosperity Japan has paid a high price in environmental damage.

## John Law and the Mississippi Bubble

9 min. 40 sec. 106C 0178 416

**Summary:** It was one of the most sensational get-rich-quick schemes heard of in a long time, but it eventually burst over the head of its originator, John Law. This "rags to riches to rags" story, in which the plan was to open a bank and exchange banknotes (paper!) for gold at wildly inflated share prices, ends when John Law, having been cleaned out as a result of a rush to cash in on the notes, is left broke and broken-hearted. (Award: Finland.)

## Judging People

23 min. 7 sec. 106B 0170 032

**Summary:** This film shows how a personnel manager goes about selecting people for positions within his firm. Mention is made of the common obstacles encountered in obtaining information about a person as well as the steps which must be taken to ensure that an accurate assessment is made.

## Just for Me (*Pour moi seule*)

26 min. 57 sec. 106C 0182 502

**Summary:** *Just for Me* documents three women's experiences with fitness and sport: that of a homemaker with children, an office worker who has just moved to the city, and a married school teacher. The film looks at the women before they participate in sport, as well as during and after the experience. **Support material available.**

## Laila (*Laila, tireuse de joints*)

10 min. 33 sec. 106C 0180 148

**Summary:** Laila Paattinen is a working woman from Lower Sackville, Nova Scotia. Tired of low-paying jobs, she completed a five-month course in dry-wall taping. Because she had chosen a non-traditional job for women, she ran into resistance in the marketplace and finally solved her problems by running her own dry-wall application business. A useful film for women seeking non-traditional jobs.

## Luckily I Need Little Sleep

7 min. 38 sec. 106C 0174 008

**Summary:** Kathy worked as a nurse in Greece and then came to Canada. She and her family live in northern Alberta where they are developing a farm. Kathy nurses, sews for the children, maintains the house, and helps with the farm work.

## Mac's Mill

12 min. 7 sec. 106C 0176 298

**Summary:** Mac Armstrong of Waweg, New Brunswick, singlehandedly runs a water-powered sawmill built back in 1909. While focusing on Mac and his mill, the film touches on other issues such as a balanced ecology and the intelligent use of natural resources. The film also proves that what worked half a century ago can work today and yield a decent livelihood.

## Maintaining the Organization (How Far Can I Trust You?)

30 min. 106C 0175 274

**Summary:** In this film Dr. Berlo explains that relationships may be of two extremes: personal and formal. A personal relationship depends on trust and carries with it certain liabilities.

## The Man on the Assembly Line (*La Chaîne*)

29 min. 3 sec. 106B 0158 051

**Summary:** A dramatized look at the man who ultimately pays the price for the benefits associated with modern mass production - in this case a worker in an automobile factory who performs one operation with relentless monotony so that the assembly line may keep moving at top efficiency. (Award: Stockholm.)

## Management by Objectives

27 min. 106C 0169 139

**Summary:** Consultant John Humble introduces the concepts of management by objectives. He zeroes in on two key areas, defining company objectives and developing management skills, explaining how they must be interrelated for good results.

## Managing Time

21 min. 27 sec. 106C 0169 090

**Summary:** Peter Drucker uses a simulation of the typical working day of an extremely busy executive to demonstrate how mismanagement of time can lead to ineffectiveness and harriedness. Drucker shows how a time log can help the executive to realize how little time he really has and to devote it to the matters that really count.

## A Matter of Survival (*Une décision capitale*)

25 min. 46 sec. 106C 0169 503

**Summary:** Much has been said about the predicament of the blue-collar worker in the automated world of industry. This film is about a similar threat to the white-collar worker in the business world. It portrays a situation in a company where computer methods are about to be introduced to take over much of the paperwork, as a consequence "making surplus" a number of responsible, long-time employees. The film poses the problem from the points of view both of management and of the employees concerned. (Four awards, including American Film Festival.)

## Meanings Are in People

21 min. 49 sec. 106C 0165 182

**Summary:** Dr. Berlo uses dramatizations of ordinary work situations to explain how communication, the primary tool of management, often breaks down when people attach different meanings to the same events or words. He then explains how this type of communication breakdown may be prevented.

## The Media Between Us

20 min. 25 sec. 106B 0169 044

**Summary:** A film documentation of the 1968 Summer Research Institute of Screen Study, a joint project of the National Film Board and McGill University. Thirty educators from across Canada met for informal discussion. As the participants endeavored to probe behind contemporary masks and to rediscover, if possible, the human being, much of the talk centered on the impact of technology and the electronic media on the individual and his environment.

## The Modern Meaning of Efficiency

26 min. 10 sec. 106C 0169 138

**Summary:** Dr. Frederick Herzberg is called in as a consultant to a company where inefficiency and labor turnover are abnormally high. The cause turns out to be over-efficiency in the sense that every job has been simplified to the point where there is no room for individual growth or initiative. Dr. Herzberg explains that firms must employ job enrichment strategies to counteract a tendency for bureaucracies and rigid job descriptions to deny individuals opportunities for challenge and growth.

## Motivation Through Job Enrichment

27 min. 3 sec. 106C 0168 060

**Summary:** While dissatisfaction with work stems from the environment we work in, which includes interpersonal relationships, pensions, status, income, security, etc., satisfaction from work can only be derived from the work itself. We can only be happy with work if it provides us with a sense of achievement, recognition, professional growth and responsibility. Frederick Herzberg discusses these factors as well as related concepts such as job enrichment, job enlargement, obsolescence and motivation.

## Moving Mountains (*Elles soulevant les montagnes*)

26 min. 106C 0181 044

**Summary:** A look at women working alongside men in an open pit coal mine in southeastern British Columbia. In the film, they talk about the coal company's initial reluctance to hire women for outside work, their own shyness, and the reactions of their male co-workers.

## Multiple View Time Study Rating

11 min. 106B 0157 087

**Summary:** The first part of the film shows, simultaneously, six views of a revolving load index plate being loaded bimanually by an operator at different rates. A number beside each view indicates the percentage of the normal rate which each view represents, i.e., 70%, 85%, 100%, 115%, 130% and 145%. The second part of the film shows the same six views, again simultaneously, this time in random order. The viewer is asked to rate each view.

**No Life for a Woman**

26 min. 28 sec. 106C 0179 198

**Summary:** This film points out the inadequacies of single-industry towns that have been built primarily around jobs and not around people. Little provision is made for organized activities outside the narrow framework of company jobs. However, in view of the depression and isolation experienced by women living in these towns, steps are being taken to improve community life. This film shows the importance of taking women's needs into account when planning such communities.

**North China Commune**

80 min. 19 sec. 106C 0179 158

**Summary:** Part of a China-Canada exchange program of film crews, this is an in-depth look at the harvest in a North China commune. Intensive cropping methods and the orchestrated effort at harvest time of all commune members make it possible to support a population of 14 500 on only 1200 hectares of land. All activity on the commune is geared for production, be it the collection of waste for further processing, the building of new homes in the off-season, or the operation of small industries to obtain additional income for the commune. The film shows a conservation society in action, jolting western viewers into realizing how much we really waste. (Award: Columbus.)

**North China Factory**

56 min. 31 sec. 106C 0180 023

**Summary:** *North China Factory* gives the audience a chance to see a factory community in China where over six thousand workers process, spin, and weave raw cotton into eighty million meters of high-quality cloth per year. Also seen are the workers' residential, social, recreational and educational facilities, all of which are located on factory property. Highlights of the film are the retirement and wedding ceremonies in which factory management plays a major part. The film is an engrossing study of a lifestyle that is very different from that of the western world.

**One Hand Clapping**

9 min. 37 sec. 106C 0172 060

**Summary:** Noise pollution is a scourge of our time no less than are the visible forms that contaminate our environment. From the jangle of the alarm clock to the din of downtown, noise assails us throughout the day. The way the film depicts this aural enemy provides overpowering, at times amusing, evidence that here, too, the time has come to call a halt.

**Our Health Is Not for Sale**

25 min. 57 sec. 106C 0178 165

**Summary:** In the 1970s workers all over Canada began to realize that instead of leasing their labor, they were selling their health. By recalling some of the more infamous strikes of the decade, this film examines the plight of the worker who frequently has no right to know what dangers he is exposed to, what hazards to his health he encounters.

**Parliamentary Procedure  
(Règlements des débats)**

21 min. 50 sec. 106B 0155 027

**Summary:** How the rules of parliamentary procedure facilitate the orderly conduct of a meeting is illustrated while a group is in session. The film's commentator joins the meeting and in a light, informal manner explains the function of the chairman, the correct way of presenting a motion, an amendment, a point of order, a point of information.

**People Don't Resist Change**

22 min. 106C 0170 031

**Summary:** Noted management consultant Allen Mogensen explains how in the past people were motivated to work through the use of force, fear, authority, persuasion and financial incentives. He goes on to describe how modern approaches such as personal motivation and work quality improvement programs may be successfully used to overcome people's resistance to external criticism and pressures for change.

**Performance and Potential Review**

21 min. 106C 0169 141

**Summary:** John Humble describes two important steps in the management by objectives method. In a performance review a manager whom we met in the first film works with his superior and the MBO advisor to evaluate his performance in relation to the performance standards set earlier. In the potential review the superior assesses the manager's potential in light of the company's long term planning and succession needs.

**Potatoes***(La Ferme familiale en danger)*

27 min. 28 sec. 106C 0176 164

**Summary:** This documentary deals with the gradual shift from the family farm to corporation-run farms, with all the ensuing problems and personal hardship. It is an incisive evaluation of what is happening in North American and world-wide agriculture today.

**Pretend You're Wearing a Barrel  
(La Soudure, pourquoi pas?)**

9 min. 52 sec. 106C 0178 314

**Summary:** At 35, Lynn Ryan took stock of her life. She had five children, no husband, no job - and the outlook for getting off welfare seemed bleak. That was when she decided to change her life. After help from employment counsellors and a course in welding, she now has a good job as an apprentice engineer in a Vancouver shipyard. This is a vivid picture of a tough-minded woman and her courageous encounter with life. (Award: Columbus.)

**The Real Security**

25 min. 16 sec. 106C 0170 030

**Summary:** Management consultant J. Lewis Powell explains that in a world of social and technological change, adaptability and growth are the only hedges against obsolescence. We need to foster the attitudes which sustain creativity and imagination if we are going to avoid the rut which confines us to doing things the way they've always been done. The real security is to be a growing person in a growing organization.

**The Return of Milton Whitty**

17 min. 30 sec. 106C 0167 033

**Summary:** In this sequel to *The Inner Mind of Milton Whitty* we find that Mr. Whitty has hired a safety officer and instituted many industrial health and safety procedures in his construction company. However, the general manager balks at following the procedures on the grounds that they take too much time and money to implement. A fatal accident changes his attitude and work safety gains acceptance.

**Ritual- The Collective Psyche of Japan**

30 min. 25 sec. 106C 0178 144

**Summary:** This film provides an insight into the collective psyche of the Japanese people which contrasts so strongly with the Western quest for individuality. The Japanese way of life is based on ritual - community rituals, rituals of work and play, the spiritual rituals of Zen, the martial rituals of the samurai. Work to the Japanese is not a divine punishment. It is an important component of being alive.

**Robert Sass: Workers in Saskatchewan**

9 min. 12 sec. 106C 0178 529

**Summary:** The Province of Saskatchewan is a leader in legislation for a cleaner workplace. Robert Sass, director of the Provincial Occupational Health and Safety Division, describes how workers must depend on their own efforts, and not on those of "experts," to clean up the workplace. He feels that unions have been too concerned about "time away from work, not time at work."

**Rosanna: A Portrait of an Immigrant Woman**

11 min. 3 sec. 106C 0180 085

**Summary:** Rosanna Santamaría arrived in Canada in 1969. A single parent supporting three children, she had to adapt to a new marital status, a new country, and a new language. Although she faced added difficulties as an immigrant, her problems are common to many women. She is now working to help others like herself make the transition to a new life.

**Seeking Understanding and Acceptance**

30 min. 106C 0175 272

**Summary:** Dr. Berlo uses a re-enactment of the evaluation of an employee for a management position to demonstrate that management's requirements for information must be specifically tailored to the context of the job and the operations to be performed. He adds that management decision-making inevitably entails the use of judgment because information is never complete.

**A Sense of Place  
(Une place au monde)**

56 min. 50 sec. 106C 0176 564

**Summary:** The film deals with the mass movement of people from rural to urban areas, and the solutions being sought by the world's governments. There are many reasons behind this migration, but the main one is hope for a better life. The film shows man's resourcefulness in coping with enormous problems and the desperate need to cope with change.

## The Sexes: Roles

27 min. 50 sec. 106C 0178 038



**Summary:** More and more women have begun to question the stereotyped roles which define their lives. Breaking away from the traditional pattern of wife, mother and keeper of the hearth, increasing numbers of women are entering the work force. *The Sexes: Roles* traces the development of these confining role models and discusses some of the changes that are occurring, not only for women, but for men as well.

## The Sexes - What's the Difference?

27 min. 50 sec. 106C 0176 231



**Summary:** What are little boys and little girls made of? A conglomerate look at the research being conducted by some of the world's most renowned experts on sex differences concludes that there are basic biologically determined differences between the sexes, and that these inherent factors interact in different ways with societal expectations and conditioning. Thus male/female role divisions depend on heredity plus environment.

## She's a Railroader (*Aiguilleuse au CN*)

9 min. 48 sec. 106C 0178 315

**Summary:** Karen Zaitchik jumps on and off moving boxcars, throws switches, pulls brakes and uncouples freights with ease and confidence. She's a railroader for CN and that's what this 21-year-old highly individualistic woman wants out of life for the moment. This colorful short film shows how Karen manages in the traditionally male world of the railroad.

## Shipyard

14 min. 106C 0180 180

**Summary:** Welders, chippers and crane operators are seen constructing a ship destined for Great Lakes trade. The film, intercut with archival photographs, documents a century of traditional shipbuilding and launching at Collingwood, Ontario.

## Shutdown

26 min. 57 sec. 106C 0180 063

**Summary:** This film documents the closing down of an American-owned branch plant with all the personal trauma that such a decision causes to the workers. The employees discuss the dilemma of working in an economy dominated by foreign ownership and the lack of government action to protect jobs in American-owned branch plants.

## Small Is Beautiful - Impressions of

Fritz Schumacher

(*Schumacher: une société à la mesure de l'homme*)

29 min. 59 sec. 106C 0178 227

**Summary:** Up to age 45, Fritz Schumacher - economist, technologist and lecturer - was dedicated to economic growth. Then he came to believe that the modern technological explosion had grown out of all proportion to human need. Author of *Small Is Beautiful - A Study of Economics as if People Mattered* and founder of the London-based Intermediate Technology Development Group, he championed the cause of "appropriate" technology. The film brings us into contact with this gentle revolutionary a few months before his death. (Award: Melbourne.)

## Solutions! A File on Canadian

Technology

(*Innovations: un dossier sur la technologie canadienne*)

26 min. 57 sec. 106C 0180 557

**Summary:** Canadian farm equipment is exported to Tanzania. A paper mill is built in Czechoslovakia. A hydroelectric line is built in Tunisia. The technology for these projects was developed in Canada, sometimes under severe climatic conditions. The film shows how this expertise is being used worldwide.

## Solutions: Canadian Transit

Technology

(*Le Transport en commun: solutions canadiennes*)

27 min. 28 sec. 106C 0181 570

**Summary:** Canadian cities faced a choice: build up car support systems or expand and improve public transportation. This film is about the second alternative. It shows how Canadian expertise, design and manufacturing have helped to decongest and revitalize city centers in Toronto, Montréal and Vancouver by providing exciting solutions to passenger travel. The Kingston Transit Center is shown testing a high-speed light-rail train. Subway systems, double-level trains, sea buses, and third-rail self-propelled trains meet specific needs.

## Some American Feminists (*Quelques féministes américaines*)

55 min. 51 sec. 106C 0177 226

**Summary:** A series of interviews, interspersed with newsreel footage, places the American Feminist movement in a historical perspective. Six of the women who gave such impetus to the movement, among them Betty Friedan and Kate Millett, discuss those issues which most concern them, and which are still being debated now.

## Some Call It Progress

(*Du progrès, ça?*)

27 min. 50 sec. 106C 0178 600

**Summary:** The wrecking-ball is a most effective instrument of change. It levels buildings to permit the construction of highrises and freeways. Slowly the sense of identity that people feel in places inherited from the past is being shattered by the drive to modernize. This film chooses three cities in Europe, Australia and Canada where unrestricted development has been resisted with varying degrees of success.

## Sondra Diamond - Truly Alive

27 min. 45 sec. 106C 0176 268

**Summary:** Filmed at a conference held by Toronto's Hospital for Sick Children, Sondra addresses an audience of doctors, nurses and others who care for the disabled. With her characteristic humor, frankness and determination, she confronts feelings experienced by herself and others regarding her disability, her sexuality and her work. The second half of the film is a panel discussion that includes Sondra, a senior staff psychiatrist, and the mother of a handicapped child. Sondra talks about her commitment to fight for the disabled, and her views on "the right to life."

## Sound of Sound

15 min. 55 sec. 106C 0167 237

**Summary:** This film on one aspect of industrial health stresses that hearing is an invaluable gift which contributes greatly to our appreciation of life. The film uses diagrams of the human ear and testimonials from workers who have lost some of their hearing due to prolonged exposure to loud noise to explain how hearing protection devices can protect the faculty of hearing.

## Staffing for Strength

29 min. 48 sec. 106C 0169 094

**Summary:** The effective executive makes people productive by utilizing their strengths and ignoring their weaknesses. Peter F. Drucker examines a simulation in which key people in a company must be re-positioned to make best use of their talents.

## Summer Center

29 min. 106C 0173 023

**Summary:** Teen-age boredom is a perennial problem in many suburban communities. One solution is a summer recreation center, but there are pitfalls to avoid. Made with the help of young people in Richmond, British Columbia, this film re-enacts what happened at their newly opened center. The leaders hesitated to impose a structured program too quickly. Anarchy took hold among the youngsters. Why this happened will prompt useful discussion among people concerned with youth activities.

## Temiscaming, Québec (*Témiscamingue, Québec*)

64 min. 10 sec. 106C 0175 197

**Summary:** *Temiscaming, Québec* is the story of a town's struggle to survive when the main source of employment, the CIP mill, closed down. Part I tells what steps the workers, townspeople and ex-CIP managers took to reopen the mill, while Part II explains the new corporate ownership of the mill, how it works and its growing pains. It is a film about ownership of the Canadian economy, industrial democracy and related issues. (Part I 31:09 - *Our Bread-and-Butter and Our Home Town*. Part II 32:52 - *A Marriage of Necessity*.)

## They All Can Work

27 min. 40 sec. 106C 0177 047

**Summary:** Natural Recovery Systems of Moncton, N.B., is a recycling factory. The employees are efficient and conscientious. All are eligible for on-the-job training and an after-hours life skills program. They are the mentally and physically handicapped, a resource of forgotten people. The film shows them on and off the job, learning new skills, and generally relaxing among themselves in the company cafeteria. (Award: New York.)

## They Appreciate You More

14 min. 42 sec. 106C 0174 012

**Summary:** Allette lives in Montréal with her husband and three children. Since both Allette and Pierre work outside their home "full time," they share household responsibilities. This development has changed them as individuals and, they think, has affected the dynamics of their family - for the better. This film is interesting for mixed audiences of women and men.

## Thoughts on the Future with George McRobie

28 min. 40 sec. 106C 0174 118

**Summary:** George McRobie, from Britain's Intermediate Technology Group, and environmental specialists from Canadian universities, government and industry, discuss changes they foresee in the treatment of the earth's resources and the responsibility that falls to technology in making the world a better place to live. Some ecology-protective progress is illustrated in the film by engineers, and much more is promised for the future.

## A Time to Rise

39 min. 45 sec. 106C 0181 076

**Summary:** On April 6, 1980, the Canadian Farmworkers Union came into existence. This film documents the conditions that provoked the formation of the union, and the response of growers and labor contractors to the threat of unionization. Made over a period of two years, the film is eloquent testimony to the progress of the workers' movement from the first stirrings of militancy to the energetic canvassing of union members.

## A Token Gesture

8 min. 15 sec. 106C 0175 742

**Summary:** *A Token Gesture* is an amusing animation film that gently pokes fun at the stereotyped attitudes that are applied to the sexes. The framework is a brief history of these attitudes starting at birth through to adulthood.

## Two Union Leaders Talk about Workers and Health

9 min. 17 sec. 106C 0178 525

**Summary:** Jim Fill, director of legislation and community affairs of the United Auto Workers in Canada, and Dave Patterson, president of local 6500 of the United Steelworkers of America in Sudbury, Ontario, describe briefly how workers are trying to get more control over conditions in their places of work. Patterson says that the worker used to have only two rights: the right to disease and the right to death. However, progress is slowly being made. In two provinces there now exists the legal right to refuse a job which the worker considers hazardous.

## Unemployment: Voices from the Line

53 min. 10 sec. 106C 0180 040

**Summary:** A film about the effects of unemployment on the lives of individuals and their families. It exposes the harsh realities of unemployment and graphically depicts situations which contradict the notion that unemployment insurance takes care of the problems. The film illustrates that most unemployed persons prefer to work and that the real cost of unemployment is human suffering. *Unemployment: Voices from the Line* is a powerful and disturbing account of a national tragedy that, until now, has been viewed solely in economic terms.

## A Voice in the City

28 min. 5 sec. 106B 0169 099

**Summary:** The film shows the typical activities of a union business agent in New York City as she goes about her daily rounds: dealing with a grievance at a hospital laundry, negotiating a contract for museum guards, working on a membership drive to enlist new members for a local at a city-owned housing project, etc. We see that the agent's job is a subtle blend of patience, hard work, determination and common sense as she works with union members, shop stewards, management and fellow agents.

## The Wages of Work

27 min. 43 sec. 106C 0178 417

**Summary:** Three working-class families on limited incomes discuss how they cope with the high cost of living. As it turns out, the figures quoted by Statistics Canada as being adequate for a family to maintain a decent standard of living fall short of reality. These families must resort to food and housing co-ops, extra jobs, overtime, clothing exchanges to make ends meet and pay for the essentials.

## Wasted Resources

22 min. 48 sec. 106C 0177 077

**Summary:** By means of the Supportive Work Placement Program, started in 1975 by Mamie Abramowicz, 20 mentally retarded adults have found jobs in industry. Mamie's work illustrates how a vital human resource can be rescued. She explains: "We are giving the handicapped person work, independence and dignity. We are helping to turn tax users into tax payers." Several retarded adults who are now working, and several of the employers who have decided to give the handicapped a chance, bear witness to the success of Mamie's program.

## What Can I Contribute?

22 min. 13 sec. 106C 0169 091

**Summary:** Peter F. Drucker explains that to be effective the executive must focus on making significant contributions to the performance and results of the company, know what his role in the company is, and communicate what he knows to the people who need to know it in a language they can understand. The executive who relies on past successes or merely gets the job done is not doing his job properly.

## Where You Goin' Company Town?

27 min. 20 sec. 106C 0175 001

**Summary:** Cominco, the world's largest lead-zinc smelter, is struggling to come to grips with a new breed of young, outspoken and sometimes hostile workers. This documentary examines the changing relations between labor and management in the long-established company town of Trail, where 20th-century technology often clashes with 19th-century attitudes. Both the company and the unions are encountering problems as they seek to cope with the demands of today's workers.

## Who Will I Sentence Now?

28 min. 50 sec. 106C 0178 043

**Summary:** A grim document about diseases contracted in the workplace, the camera doesn't hesitate to penetrate areas where life is cheap. The film takes us to Sudbury, Thetford Mines, Elliot Lake, St. Lawrence (Newfoundland). It shows workers, widows, doctors and a union leader in a fact-gathering campaign designed to throw light on a social problem that is only now beginning to emerge from the carefully preserved obscurity of the modern industrial workplace. (Award: Winnipeg.)

## A Woman's Place

14 min. 2 sec. 106C 0172 579

**Summary:** Is it in the home, as some men would have it, or in the more competitive world outside? Almost all aspects of the current debate on the status of women in Canada are touched on in what is said by women in this film, and lucid points for continuing discussion are offered. The overall view is that to give women equality in our society, to ensure fairer work practices, to open more doors of opportunity, requires a change of attitude in all of society - employers, husbands, and women themselves.

## Women at Work

12 min. 5 sec. 106B 0177 181

**Summary:** This is an abbreviated version of a film made in 1958. The greater part of the film accepts as normal the waste of women's talents in repetitive or service jobs while it elevates this work to the status of a career.

## Women in Management - Threat or Opportunity?

27 min. 3 sec. 106C 0177 065

**Summary:** Men and women have learned stereotypes about themselves and each other which stand in the way of efforts to make maximum use of every individual in the modern firm. In this film we sit in on workshops held at the Weyerhaeuser Corporation in which men and women discuss the issues surrounding sex discrimination: equal pay for equal work, fair employment practices, sex roles, affirmative action programs, career planning, adjustments to women in management, family responsibilities, etc.

## Women in Middle Management

28 min. 48 sec. 106C 0178 106

**Summary:** A group of female mid-level managers at AT&T discuss the issue of sex discrimination. We hear of their experiences with hiring practices, promotions, ambitions, male backlash, career planning, networking, stereotyping and a variety of other topics.

## Women Want... (Ce que femme veut...)

27 min. 47 sec. 106C 0175 543

**Summary:** Using a combination of staged scenarios, documentary and interview, this information film takes a probing look at the socio-cultural, political, legal and business status of Canadian women over the years, making clear the inconsistencies they have always faced. The film makes the point that the struggle for the liberation of women is not a struggle against men but, rather, a struggle for equality and self-determination. It is a film that demands the liberation of both sexes - and, as such, should be seen by both.

## Working Together (*C'a prend du vouloir*)

25 min. 37 sec. 106C 0180 524

*Summary:* A film to show some programs aimed at improving the quality of the working life in the work place and to stimulate such experiences. Three programs undertaken in Québec are recorded.

## You Pack Your Own 'Chute

29 min. 43 sec. 106C 0178 084

*Summary:* Social scientist Eden Ryl pits herself against her fears as she parachutes out of an airplane for the first time in her life. Ms. Ryl makes the point that many of our fears are unrealistic and that it is only by choosing how we want to live that we begin to participate actively in life.

## You're Coming Along Fine

23 min. 106C 0175 276

*Summary:* This film is a re-enactment of a situation in which a manager evaluates a subordinate for a promotion and finds him lacking in certain skills. The film demonstrates the need for managers to be accurate in their evaluations and to communicate their observations honestly both up and down the management hierarchy.

## Introduction to PRECIS Index

PRECIS (PREserved Context Index System) is the indexing method that FORMAT has adopted to provide subject materials both through indexes in print catalogues and through the searching capabilities of FORMAT's national online system. PRECIS is a highly effective subject indexing system: it is bilingual; it allows for the introduction of new terminology; it provides a very specific representation of a film's content; and it presents readable index entries and helpful references.

PRECIS is easy to use. Having determined the subject that interests you, simply look in the appropriate alphabetical section if you are interested in films on **employment** the index will provide an overview of the treatment of this subject.

EMPLOYMENT. Handicapped people  
Equality of opportunity  
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EMPLOYMENT. Handicapped people. Moose  
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EMPLOYMENT. Mentally handicapped people  
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EMPLOYMENT. Personnel. Companies  
*Related to aptitude - For executives*  
Staffing for Strength.

The index entries will assist you further in your choice of an appropriate title by giving you specific contexts of the term you have chosen, as in the following entry:

EMPLOYMENT. Women. Canada  
Nontraditional employment  
Attention: Women at Work!

Another helpful feature in a PRECIS index is the system of references. These references are designed to lead you to related subject areas which may be relevant to your search:

EMPLOYMENT  
RELATED TERMS  
DISMISSAL  
INTERNATIONAL LABOUR  
ORGANISATION  
JOB ENRICHMENT  
JOB SATISFACTION  
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### TO LOCATE A FILM DESCRIPTION

Each index entry provides you with the title or titles relevant to your subject of interest. A fuller description of the films you select may be found in the Film Descriptions section of this catalogue. When looking up film titles in this alphabetical description section, ignore the initial articles "a, an, the" for English-language titles. In the case of French-language titles, the initial articles "le, la, l', les" are disregarded, while "un, une, des" are not. Film titles beginning with numerals are listed at the beginning of the Film Descriptions section.



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# How to Obtain National Industrial Relations Film Library Films and Videos in Canada

## General Information

This catalogue comprises films selected by Labour Canada. The films may have been produced by Labour Canada, the Canadian Broadcasting Corporation, the National Film Board, or acquired from other independent sources. They have been included in this catalogue because they relate to the concerns of working Canadians.

Regardless of where you live, or what your interest or needs, the films in this catalogue are at your service.

It should be noted that only films available before May 1, 1985, are indexed in the catalogue.

## Films by Independent Organizations

Films produced by independent organizations in Canada and internationally have been included in this catalogue and are available for free loan only.

## To Purchase

National Film Board and Canadian Broadcasting Corporation films are available for purchase from your nearest NFB office. If you wish to purchase films produced by an independent organization you should request the name of the distributor from your nearest NFB office where the NFB's FORMAT information service can provide you with the proper information.

## Film Identification Numbers

Eleven-digit film identification numbers are shown for each title in this catalogue. Purchasers and borrowers are asked to quote both the film title and the ID number when placing orders.

## To Borrow

Although many of the titles in this catalogue are available from all NFB offices, certain selected titles reside in special collections in Halifax, Montreal, Ottawa, Toronto, Winnipeg and Vancouver. You should consider shipping time for these titles when making your booking.

All regular borrowers of films from NFB libraries must apply for and use a Film Library Card. This card enables the booking process to be more efficiently handled, and information given on the application form provides the NFB with valuable data about the film needs of the audience.

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## Films Listed in This Catalogue Are Available Through the Following National Film Board Offices

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1572 Barrington Street  
Halifax, Nova Scotia B3J 1Z6  
Office: (902) 426-6000  
Film Library: (902) 426-6001

Sydney Shopping Mall  
Prince Street  
Sydney, Nova Scotia B1P 5K8  
Telephone: (902) 564-7770

Terminal Plaza Building  
1222 Main Street  
Moncton, New Brunswick E1C 1H6  
Telephone: (506) 857-6101

7 Market Square  
Saint John, New Brunswick E2L 1E7  
Telephone: (506) 648-4996

202 Richmond Street  
Charlottetown, P.E.I. C1A 1J2  
Telephone: (902) 892-6612

Building 205  
Pleasantville  
St. John's, Newfoundland A1A 1S8  
Telephone: (709) 772-5005

10 Main Street  
Corner Brook, Newfoundland A2H 1C1  
Telephone: (709) 637-4499

### Quebec Region:

*Regional Office (special NIRFL collection)*  
Complexe Guy-Favreau  
200 Dorchester Blvd. West  
East Tower, Room 102  
Montreal, Quebec H2Z 1X4  
Telephone: (514) 283-4823

530 Jacques Cartier St. East  
Chicoutimi, Quebec G7H 1Z5  
Telephone: (418) 543-0711

350 St. Joseph Street East  
Quebec, Quebec G1K 3B2  
Office: (418) 648-3176  
Film Library: (418) 648-3852

124 Vimy Street  
Rimouski, Quebec G5L 3J6  
Office: (418) 722-3088  
Film Library: (418) 722-3086

315 King Street West, Ste. 3  
Sherbrooke, Quebec J1H 1R2  
Office: (819) 565-4915  
Film Library: (819) 565-4931

Room 502, Pollack Building  
140 St. Antoine Street  
Trois-Rivières, Quebec G9A 5N6  
Office: (819) 375-5714  
Film Library: (819) 375-5811

42 Mgr. Rhéaume East  
Rouyn, Quebec J9X 3J5  
Telephone: (819) 762-6051

**Ontario Region:**  
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Toronto, Ontario M5C 1J6  
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Film Library: (416) 369-4093

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10 West Avenue South  
Hamilton, Ontario L8N 3Y8  
Telephone: (416) 523-2347

New Federal Building  
Clarence Street  
Kingston, Ontario K7L 1X0  
Office: (613) 547-2470  
Film Library: (613) 547-2471

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Kitchener, Ontario N2G 2M4  
Office: (519) 743-2771  
Film Library: (519) 743-4661

366 Oxford Street East  
London, Ontario N6A 1V7  
Telephone: (519) 679-4120

195 First Avenue West  
North Bay, Ontario P1B 3B8  
Telephone: (705) 472-4740

910 Victoria Avenue  
Thunder Bay, Ontario P7C 1B4  
Telephone: (807) 623-5224

**National Capital:**  
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Ottawa, Ontario K1A 0M9  
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Film Library: (204) 949-4131

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P.O. Box 2959, Station M  
Calgary, Alberta T2P 3C3  
Office: (403) 231-5338  
Film Library: (403) 231-5414

Centennial Building  
10031 - 103rd Avenue  
Edmonton, Alberta T5J 0G9  
Office: (403) 420-3012  
Film Library: (403) 420-3010

Suite 111  
2001 Cornwall St.  
Regina, Saskatchewan S4P 2K6  
Office: (306) 359-5012

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Film Library: (604) 666-0716

545 Quebec Street  
Prince George, B.C. V2L 1W6  
Telephone: (604) 564-5657

811 Wharf Street  
Victoria, B.C. V8W 1T2  
Office: (604) 388-3869  
Film Library: (604) 388-3868

Communiquer avec les bureaux suivants de l'Office national du film pour vous procurer les films nécessaires



Restrictions — SRC

Comment obtenir des films et des vidéos de la caméra Web nationale des relations industrielles au Canada

Empirunts

les deux dernières années ont été étendues aux provinces et aux territoires. Travail Canada. Il se présente comme une sorte de fondation qui a pour objectif de promouvoir l'emploi et le développement des communautés rurales et périurbaines. Travail Canada a été fondé en 1986 par le ministère du Développement régional et régional et la Société Radio-Canada. L'Office national du travail a été créé en 1987 pour aider les employeurs et les travailleurs à trouver un emploi dans les secteurs public et privé. Travail Canada a été fondé en 1986 par le ministère du Développement régional et régional et la Société Radio-Canada. L'Office national du travail a été créé en 1987 pour aider les employeurs et les travailleurs à trouver un emploi dans les secteurs public et privé.

Les films produits par des organismes indépendants demandent catalogues et informations dans ce catalogue, soit disponibles sur le site [www.sedem.org](http://www.sedem.org).

## **Restrictions — ONE**

Le film sur l'immigration et l'intégration des personnes étrangères dans la société française est un sujet qui suscite de nombreuses débats et controverses. Il existe plusieurs films documentaires et fictionnels qui abordent ce sujet sous divers angles, mais il est difficile de donner une liste exhaustive. Voici quelques-uns des films les plus connus et les plus influents :

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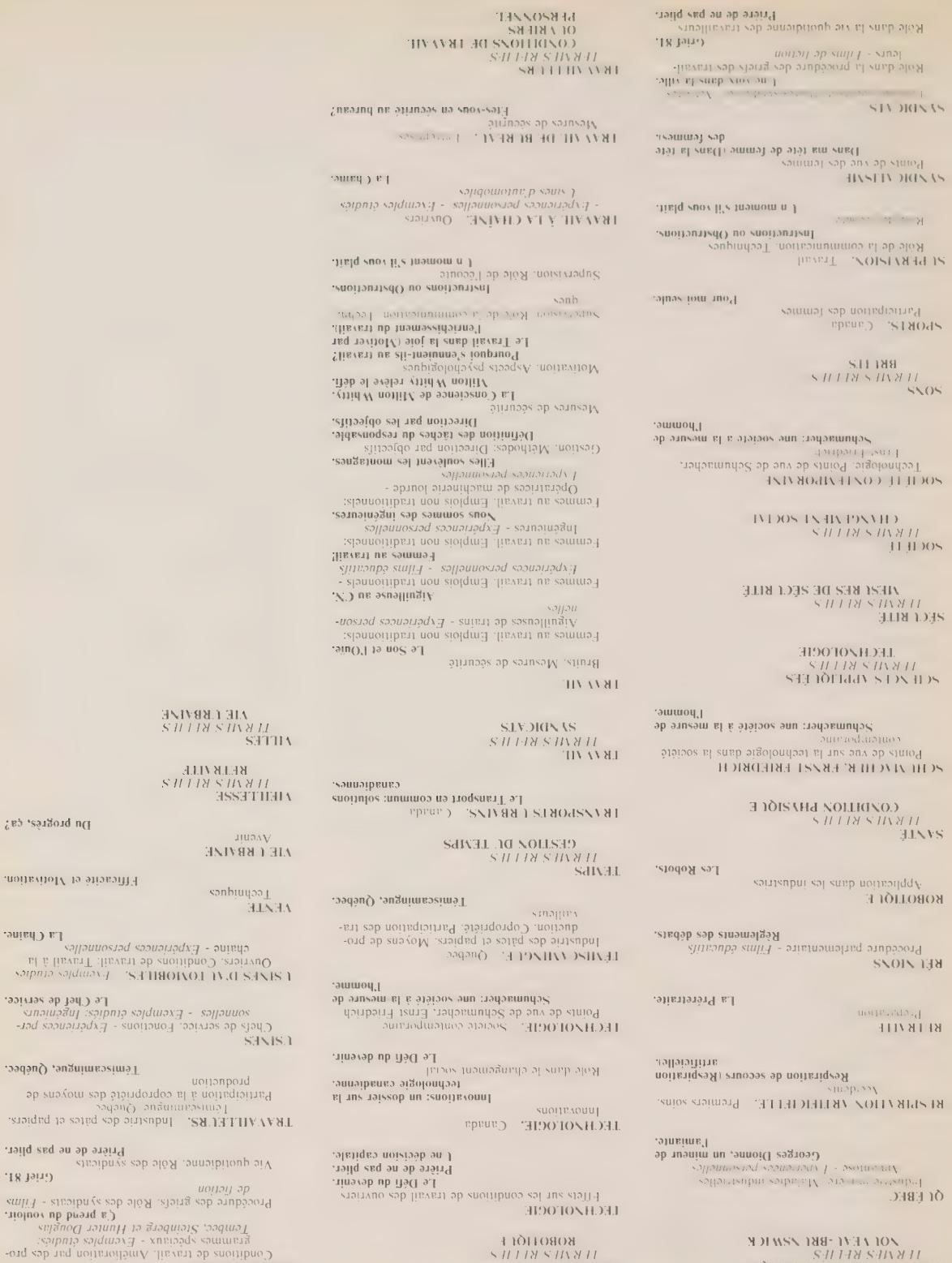
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pruntez un film.

#### **Número de identificación**



INDEX OF JEL PAPERS



INDEX SUBJECT PRECIS





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## COMMENT TROUVER LES DESCRIPTIONS DES FILMS

### PERSONNEL

### OLVRIERS

### CONDITIONS DE TRAVAIL

### TERMES RELATIFS

### TRAVAILLEURS

Une autre caractéristique utile de l'index PRECIS est le système de renvois. Ceux-ci sont conçus de façon à vous orienter dans votre démarche de recherche en suggérant des termes connexes à votre sujet :

TRAVAILLEURS, Industrie des pâtes et papiers.	Travaillant, Québec	Participation à la copropriété des moyens de production	Termesamincue, Québec	Termesamincue en suivi des termes connexes à votre sujet :
TRAVAILLEURS	Travailler	Participation à la copropriété des moyens de production	Travailler	Travailler
TRAVAILLEURS	Préfere de ne pas plier.	Vie quotidienne, Rôle des syndicats	Préfère de ne pas plier.	Préfère de ne pas plier.
TRAVAILLEURS	Critique	Procédure des grèves, Rôle des syndicats -	Critique	Critique
TRAVAILLEURS	Programmes spéciaux - Examples d'outils : Techniques, Schémas et Humour-Douglas	Procédure des grèves, Rôle des syndicats -	Programmes spéciaux - Examples d'outils : Techniques, Schémas et Humour-Douglas	Programmes spéciaux - Examples d'outils : Techniques, Schémas et Humour-Douglas
TRAVAILLEURS	Conditions de travail, Amélioration par des	Procédure des grèves, Rôle des syndicats -	Conditions de travail, Amélioration par des	Procédure des grèves, Rôle des syndicats -
TRAVAILLEURS	Grève 81.	Vie quotidienne, Rôle des syndicats	Grève 81.	Vie quotidienne, Rôle des syndicats
TRAVAILLEURS	Films de fiction	Participation à la copropriété des moyens de production	Films de fiction	Participation à la copropriété des moyens de production
TRAVAILLEURS	Le fonctionnement de PRECIS est simple. Il vous suffit de déterminer le sujet qui vous intéresse et de le répéter dans la section alphabétique appropriée. Par exemple, si vous vous intéressiez aux films sur les travailleurs, l'index vous donnera un aperçu des diverses façons dont il se sujet à être traité :	Préfère de ne pas plier.	Le fonctionnement de PRECIS est simple. Il vous suffit de déterminer le sujet qui vous intéresse et de le répéter dans la section alphabétique appropriée. Par exemple, si vous vous intéressez aux films sur les travailleurs, l'index vous donnera un aperçu des diverses façons dont il se sujet à être traité :	Préfère de ne pas plier.

Le fonctionnement de PRECIS est simple. Il vous suffit de déterminer le sujet qui vous intéresse et de le répéter dans la section alphabétique appropriée. Par exemple, si vous vous intéressez aux films sur les travailleurs, l'index vous donnera un aperçu des diverses façons dont il se sujet à être traité :

PRECIS (PREFIXED Context Index System) est le système d'indexation adopté par FORMAT pour donner un accès sujet aux produits audiovisuels à la fois dans les catalogues et au niveau de son système de recherche en direct. PRECIS est un système d'indexation très efficace; il est bilingue; il permet l'ajout de nouveaux utilisateurs pour l'utilisateur du catalogue. Les centres de recherche et des renvois utilisent le nouveau système de recherche en direct. PRECIS est un système de recherche et de classification qui offre une grande flexibilité pour l'utilisation de l'outil de recherche.











## Nouveaux films

Pour éviter un autre accident

16 mn 28 s

Jean, récemment promu au poste de contremaître de l'atelier de menuiserie, apprend à manier une enclume sur un accident. Il est aidé par Laura qui, membre du comité de sécurité et d'hygiène, possède de l'expérience dans ce genre d'enquêtes. Ensemble, ils menorent à fond l'enquête pour déterminer les causes de l'accident et mettre en oeuvre les mesures correctives. « Pour éviter un autre accident », Ils utilisent une vaste série de techniques en veillant à la scène de l'accident, en interrogant les témoins, en recueillant les indices et en analysant les faits. C'est un film éducatif conçu pour l'enseignement des techniques d'enquêtes de l'administration des services publics, ce film examine le champ de compétence du Code canadien du travail et les activités de Travail Canada relatives à l'administration des conventions collectives, des conditions de travail et de la sécurité et de l'hygiène au plus vite pour pouvoir tirer profit du progrès.

Coulu pour le grand public, ce film examine le champ de compétence du Code canadien du travail et les activités de Travail Canada relatives à l'administration des conventions collectives, des conditions de travail et de la sécurité et de l'hygiène au plus vite pour l'enseignement des techniques d'enquêtes de l'administration des services publics, ce film examine le champ de compétence du Code canadien du travail et les activités de Travail

6 mn 6 s

Ensemble, ça marche

Obtenir une copie de ce film qui s'accompagne du matériel didactique correspondant (versions française et anglaise).  
Pour l'enseignement des techniques d'enquêtes de l'administration des services publics, ce film éducatif conçu pour l'enseignement des techniques d'enquêtes de l'administration des services publics, ce film examine le champ de compétence du Code canadien du travail et les activités de Travail

Un film d'une grande actualité traitant du déficit particulier que le virage technologique pose aux femmes.

Un film mobilisateur et déclencheur qui identifie les principaux éléments du virage et incite les femmes à se « secouer les poudres » au plus vite pour pouvoir tirer profit du progrès.

Un film qui ouvre la voie à de multiples pistes de réflexion, tant sur la réalité informative que sur la condition économique des femmes.

Un film qui ouvre la voie à de multiples pistes de réflexion, tant sur la réalité informative que sur la condition économique des

27 mn 30 s 106C 0284 638

L'ordonnateur en tête



## Index alphabétique des descriptions de films

La première section du catalogue regroupe toutes les descriptions de films selon l'ordre alphabétique des titres. Pour repérer un titre, *ne pas* entrer complète des articles «*l*», «*la*», «*les*», mais seulement des articles «*un*», «*une*», «*des*». Pour les titres anglais, *ne pas* entrer complètes articles «*a*», «*an*», «*the*». Les titres commençant par un nombre sont classés au début de cette section. Lorsqu'un titre en anglais part à partir d'une partie anglaise (ou que l'origine est gai), cela signifie qu'il existe une version anglaise (ou que l'origine est en anglais) ou que le film est bilingue. Si le film est bilingue et que les chiffres «03» ou «00» sont au début du titre comme dans 106C 0375 paraisseent en position cinq et six du titre, comme dans 106C 0375 ration ou titre bilingue. (Si le film est bilingue, les chiffres «03» ou «00» sont au début du titre comme dans 106C 0375).

## Index sujet PRECIS

L'index PRECIS permet de repérer des films sur des sujets spécifiques. Par exemple, si vous voulez des films sur les «*CONDITIOMS DE TRAVAIL*», vous avez qu'à regarder sous ce thème pour trouver la liste. Les utilisateurs ont très satisfaits de la méthode de classification PRECIS. Nous y avons créé des catégories qui répondent à nos questions. Il n'y a rien de mieux que de faire une recherche avec les mots-clés que vous connaissez. Cela changeera les résultats tout au long de votre recherche.

nombre de films traitant de sujets connexes.



NRL a cours des trente dernières années, la même révolution a prononcé un jugement définitif contre les instruments de guerre. Au cours des dernières années, la même révolution a prononcé un jugement définitif contre les instruments de guerre. Au cours des dernières années, la même révolution a prononcé un jugement définitif contre les instruments de guerre.

La cinémathèque nationale des relations industrielles (CNR) a été créée, il y a environ trente ans, par l'Office national du collabaration avec l'Office national du film (ONF) du Canada. À l'origine, la CNR avait pour fonction d'offrir un service de visioconférence aux travailleurs, chefs d'entreprises et universitaires, qui ont une telle vocation, la cinémathèque nationale des relations industrielles a connu une évolution dans son rôle. Aujourd'hui, la CNR offre un service de transfert de technologie et de formation continue à l'industrie canadienne. La cinémathèque nationale des relations industrielles (CNR) a été créée, il y a environ trente ans, par l'Office national du collabaration avec l'Office national du film (ONF) du Canada. À l'origine, la CNR avait pour fonction d'offrir un service de visioconférence aux travailleurs, chefs d'entreprises et universitaires, qui ont une telle vocation, la cinémathèque nationale des relations industrielles a connu une évolution dans son rôle. Aujourd'hui, la CNR offre un service de transfert de technologie et de formation continue à l'industrie canadienne.

## **FORMAT**

Imprimé au Canada

N° de catalogue L31-16/1986  
ISBN 0-662-54352-1  
N° de catalogue L39-0498/86B  
©Ministre des Approvisionnements et Services Canada 1986

du ministre du Travail, Gouvernement du Canada  
Publie en vertu de l'autorisation

Canada

Le catalogue de la  
cinémathèque nationale  
des relations industrielles





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10/04/2018

